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Industry Wage Survey: Auto Dealer Repair Shops, November 1982

U.S. Department of Labor
Bureau of Labor Statistics
August 1984

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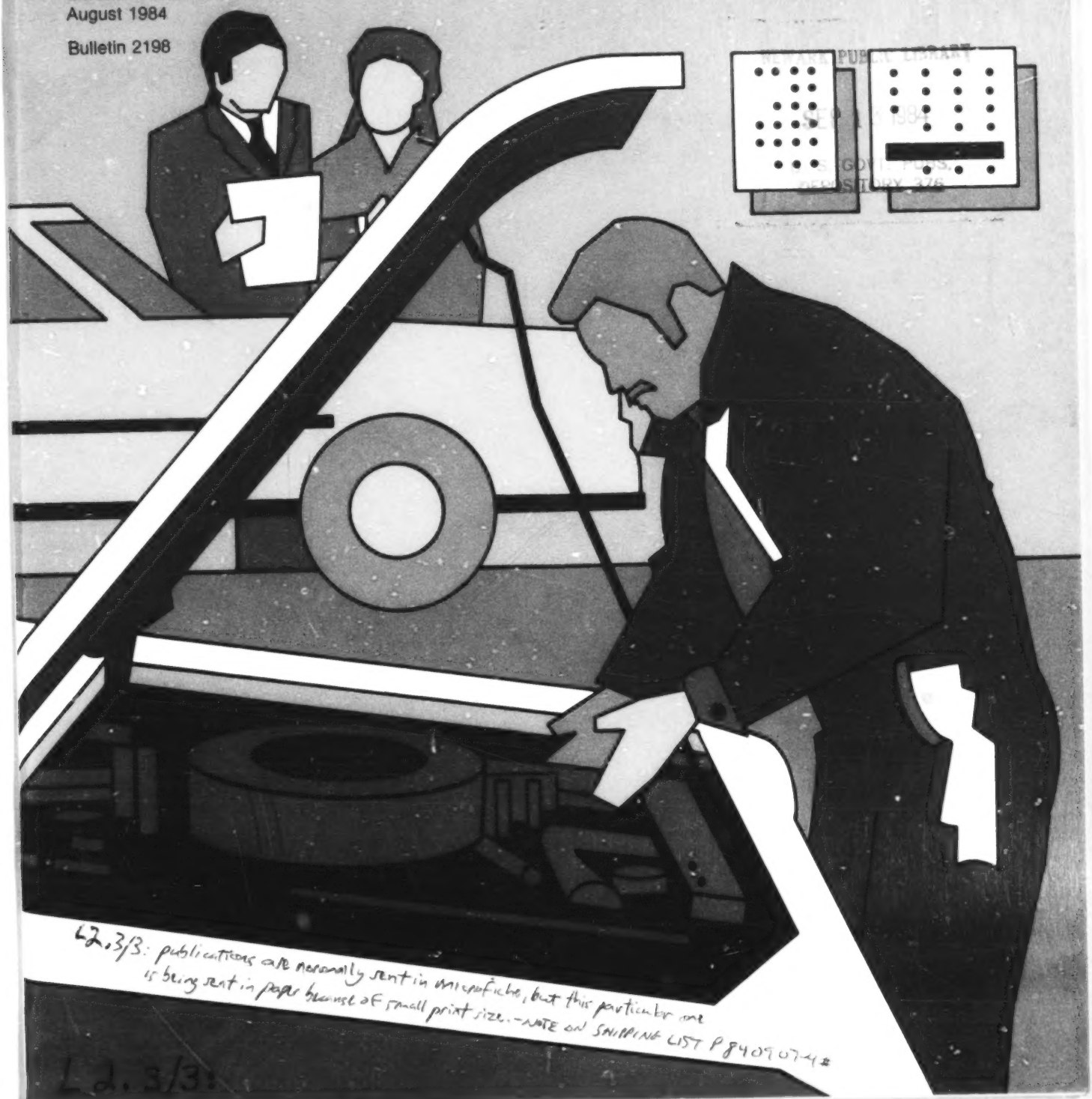

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Industry Wage Survey: Auto Dealer Repair Shops, November 1982

U.S. Department of Labor
Raymond J. Donovan, Secretary

Bureau of Labor Statistics
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August 1984

Bulletin 2198

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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and employee benefits in auto dealer repair facilities in November 1982. Separate wage and benefit summaries for the metropolitan areas included in the survey were issued during the spring of 1983. (See the Contents for a listing of the 24 areas studied.) Copies of these summaries are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. Harry B. Williams of the Division of Occupational Pay and Employee Benefit Levels analyzed the survey data and prepared this bulletin. The Bureau's field representatives obtained the data through personal visits to a probability-based sample of establishments within the scope of the survey. Fieldwork for the survey was directed by the Bureau's Assistant Regional Commissioners for Operations.

Other reports currently available from the Bureau's program of industry wage studies, as well as addresses of the Bureau's regional offices, are listed at the end of this bulletin.

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This bulletin was produced with the assistance of four computer languages developed by the Bureau of Labor Statistics. JOWLS and Table Producing Language tabulated the data, Print Control Language formatted the data to publication standards, and Automatic Typographical Language was used to produce the text.

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Auto Dealer Repair Shops, November 1982

Earnings and benefits

Diverse employee skills, extensive use of incentive pay plans, and pay differences among individual shops all contributed to the wide range of earnings in automobile dealer repair shops in November 1982. Such pay variations existed both within and among eight occupations selected to represent service and repair activities in these establishments. The eight occupations accounted for two-thirds of the 91,680 nonsupervisory service workers covered by the survey; one-third were in the two automotive mechanic jobs studied.[1]

Journeyman auto mechanics, who repair, rebuild, or overhaul major assemblies of cars and light trucks, were numerically the most important, numbering 23,401 workers. Their average straight-time earnings ranged from $14.52 an hour in San Francisco to $8.59 in Birmingham (table 3). Most commonly, journeyman mechanics averaged 20 to 40 percent more than automotive service mechanics in the same metropolitan area. Average earnings of service mechanics, who perform minor repairs and tuneups, ranged from $10.99 an hour in Dallas–Fort Worth to $6.80 in Boston; in most areas, however, averages were between $7 and $9 an hour (table 3).

Among the jobs studied, body repairers or painters had the highest average in 20 of the 24 areas studied. Averages for painters ranged from over $15 an hour in three areas–Denver–Boulder ($16.49), Chicago ($15.61), and Kansas City ($15.59)–to $8.60 in New York and $8.12 in Memphis. In eight areas, hourly averages fell between $12 and $15; in seven areas, between $11 and $12; and in three areas, Nassau-Suffolk, Philadelphia, and Birmingham, between $9 and $11. (Data for painters did not meet publication criteria in Pittsburgh.) For body repairers, who repair damaged bodies and body parts of automotive vehicles, hourly averages ranged from $14.68 in San Francisco to $9 in Indianapolis. Averages fell between $12 and $14 in 13 areas; and between $9 and $12 in the remaining 9 areas. Painters typically averaged 8 to 14 percent more than body repairers in the 12 areas where painters held the wage advantage. When body repairers held the edge in an area, their wage advantage was usually 11 percent or less.

Lubricators and new-car get-ready workers were usually the lowest paid, averaging between $5 and $8 in a majority of the areas. Averages for new-car get-ready workers exceeded $9 an hour in St. Louis ($10.16), San Francisco–Oakland ($9.78), and Dallas–Fort Worth ($9.49). Lubricators exceeded $9 an hour in Denver–Boulder ($10.60), Los Angeles ($10.18), St. Louis ($9.79), Kansas City ($9.61), and San Francisco ($9.60).

Service salesworkers, who examine automobiles to determine the need for and cost of repairs, averaged more than $9 an hour in most of the areas surveyed. Their highest hourly average was found in San Francisco–Oakland ($13.58) and their lowest in Pittsburgh ($7.72). Service salesworkers averaged 15 to 30 percent more than parts clerks in each area but Houston, where parts clerks held a slight edge–$12.27 to $12.16. Averages for parts clerks, who sell automobile parts to customers and fill service department requisitions, ranged from over $10 an hour in Houston ($12.27), San Francisco–Oakland ($11.90), Dallas–Fort Worth ($10.56), and St. Louis ($10.47) to less than $7 an hour in Detroit ($6.83), Philadelphia ($6.69), Milwaukee ($6.62), and Pittsburgh ($6.12).

Since June 1978, when the Bureau conducted a similar study of earnings in auto dealer repair shops,[2] average hourly earnings for most surveyed jobs typically increased between 20 and 40 percent (4.3 to 8 percent a year). Average earnings for parts clerks and service salesworkers generally rose at a faster pace than the other six jobs–typically between 30 and 50 percent (6.1 and 9.7 percent a year). The wage and salary component of the Bureau's Employment Cost Index rose 8.2 percent a year over approximately the same period.

In the six occupational classifications for which data are shown for all areas (excludes service mechanics and painters),[3] average pay levels in November 1982 were

[1] See appendix A for scope and method of survey, for definitions of terms used in this report, and for definitions of localities surveyed. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix B for occupational descriptions. "Nonsupervisory service workers" include working supervisors and nonsupervisory workers in all departments except the office and auto sales departments. Included are workers in departments such as repair, service, and parts.

[2] For a report on the earlier survey, see *Industry Wage Survey: Auto Dealer Repair Shops, June 1978*, Bulletin 2060 (Bureau of Labor Statistics, 1980).

[3] Data did not meet publication criteria for automotive service mechanics in St. Louis and for painters in Pittsburgh.

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most often highest in San Francisco–Oakland and lowest in Birmingham and Pittsburgh. The interarea spread in average earnings, however, differed considerably by occupation. For example, new-car get-ready workers in San Francisco–Oakland averaged 90 percent more than their counterparts in Washington, D.C., whereas the spread between these two areas was 33 percent for journeyman automotive mechanics, 14 percent for body repairers, and 2 percent for painters.

Earnings relationships between occupations within the same area also varied widely by geographic location. To illustrate, body repairers averaged 23 percent more than lubricators in Los Angeles; 60 to 70 percent more in Atlanta, Dallas–Fort Worth, Minneapolis–St. Paul, and Nassau–Suffolk; and at least 90 percent more in Boston, Miami, Pittsburgh, San Francisco, and Washington.

Incentive pay systems, most commonly flat-rate hours plans, determined the earnings for just over one-half of the service workers covered by the study (table 28). Under flat-rate hours plans, which applied to three-tenths of the workers, pay is computed by multiplying the number of flat-rate hours predetermined for each task by an established hourly rate. Group bonus and commission plans together covered one-seventh of the service workers. Other incentive systems in auto dealer repair shops include individual bonus plans and flat-rate percent plans. In the latter, workers receive a stipulated proportion (most often 50 percent) of the labor cost charged to the customer. These flat-rate percent plans applied to less than one-tenth of the workers.

Slightly more than two-fifths of the service workers were paid time rates in November 1982, typically under informal plans providing individual rates in specified occupations. Formal time-rated plans providing single rates for specified jobs were more common in eight areas, including San Francisco, where such plans applied to four-fifths of the workers (table 28).

Where comparisons were possible, workers paid on an incentive basis in auto dealer repair shops nearly always averaged more than those paid time rates in the same job and area (tables 4 to 27). The differences in average earnings, however, varied by occupation. In Boston, for example, journeyman automotive mechanics under incentive systems averaged 23 percent more than those paid time rates; the difference for service salesworkers was 14 percent. Corresponding differences in Detroit were 6 percent for journeyman mechanics and 16 percent for service salesworkers.

Incentive wage systems applied to at least one-half of the workers in each occupation studied except new-car get-ready workers, where the proportion was nearly one-third (table 29). The predominant methods of incentive pay varied by occupation. Incentive paid parts clerks and service salesworkers were primarily on commission while incentive workers in the six remaining occupations were most often under flat-rate hours systems. Flat-rate percentage plans were also commonly reported for body repairers and painters.

Individual earnings were widely dispersed within the same job and area, especially where the occupation was typically paid on an incentive basis. In nearly all areas, for example, earnings of the highest paid journeyman mechanic exceeded those of the lowest paid by at least $9 an hour. In San Francisco, where virtually all journeyman mechanics were time rated, their earnings fell within a comparatively narrow range–$13.00 to $16.50 (table 27).

These spreads in individual earnings resulted more from disparate pay levels among establishments than from pay differences within establishments. For example, within individual establishments, the earnings of the highest paid body repairer rarely exceeded those of the lowest paid by more than $6 an hour. However, earnings of the highest paid body repairer in an area exceeded those of the lowest paid by at least $14 an hour in nearly all areas. As a result of the wide dispersion of earnings within an occupation, there was a considerable overlapping of individual workers' earnings among jobs with substantially different average pay levels (tables 4-27).

Paid holidays were provided to at least nine-tenths of the workers in all areas except Denver–Boulder, where the proportion was about seven-tenths (table 31). Holiday provisions varied widely by area. In seven areas (Boston, Chicago, Minneapolis, Nassau–Suffolk, New York, San Francisco, and St. Louis), at least two-thirds of the workers received 9 or more holidays annually; in most southern areas, provisions for more than 5 days were rare.

Incentive workers, particularly those paid under flat-rate systems, may receive holiday pay which is different than their usual pay. About one-third of the incentive workers were granted holiday pay which was substantially less than their usual pay. Most of the remainder received holiday pay that equaled, or approached, their regular pay. A few incentive workers received holiday pay that was greater than their regular pay.

Virtually all nonsupervisory service workers were in shops providing paid vacations after qualifying periods of service (table 32). Although vacation provisions varied substantially among the areas, typical provisions were 1 week of pay after 1 year of service and 2 weeks after 2 years. Provisions for at least 3 weeks of vacation pay, generally after 10 to 15 years of service, were more common in the Northeastern and North Central areas than in the other two regions. Only in Chicago, Minneapolis, St. Louis, and San Francisco were a majority of the workers covered by 4-week plans.

Virtually all service workers were in establishments providing hospitalization, surgical, basic medical, and major medical insurance for which employers paid at

least part of the cost (table 33). Provisions for life insurance covered nine-tenths of the workers; accidental death and dismemberment insurance, four-fifths; and short-term protection against sickness or accident, two-thirds. As with the other elements of this survey, incidence of certain health and insurance plans varied widely by area. For example, accidental death and dismemberment plans covered from one-half of the workers in Denver to virtually all in St. Louis and San Francisco. Long-term disability insurance was provided to no more than one-fourth of the workers outside of St. Louis, where slightly more than nine-tenths of the workers were covered.

Retirement pension plans (other than social security) applied to at least 90 percent of the workers in Minneapolis–St. Paul, St. Louis, and San Francisco. Elsewhere, pension plans covered a majority of the workers in 8 areas and typically from one-fourth to one-third in the remaining 13.

Nearly one-third of the nonsupervisory service workers were in shops with formal provisions for funeral leave pay. Provisions for jury-duty pay were virtually nonexistent (table 34).

Formal provisions for furnishing and cleaning uniforms, or for paying at least part of the cost of these benefits, were reported by establishments employing 95 percent or more of the service workers (table 34). Provisions varied by geographic location. For example, in 4 of the 5 northeastern areas, employers typically provided uniforms and cleaning; in most areas of the north central and southern regions, employers usually provided monetary allowances; and in the west, the pattern was mixed.

Industry characteristics

The 3,363 auto dealers within the scope of the survey–those with at least 20 workers–employed 173,682 workers in November 1982. In the 24 areas combined, executive, supervisory, and office personnel made up 24 percent of the work force; auto salesworkers made up 19 percent; and the nonsupervisory service workers accounted for 57 percent.

Establishments with total employment of 20 to 49 workers accounted for slightly more than one-third of the service workers; those having 50 to 99 workers, for slightly more than two-fifths; and larger establishments, for just over one-fifth. These proportions varied widely by area, as shown in table 2. Northeastern areas, for example, had much larger proportions of service workers in the smallest dealership classification than did most areas studied in other parts of the country.

Apprentice automotive mechanics and other apprentices in formally established programs registered with Federal or State governments accounted for less than 1 percent of the survey employment. Nevertheless, apprentice automotive mechanics were employed in each area. Establishments with apprentices accounted for 83-86 percent of the workers in Chicago, Minneapolis, and San Francisco; between 45-60 percent in Denver, Philadelphia, Pittsburgh, Portland, and Washington; and 40 percent or less in the remaining areas (table 2).

One-third of the areas accounted for about three-fifths of the service workers covered by the study. The Los Angeles–Long Beach area had the largest number (10,083), followed by Washington (8,024), Chicago (7,080), Houston (6,107), Philadelphia (5,924), Detroit (5,623), Dallas–Fort Worth (5,557), and San Francisco (4,579). In the remaining 16 areas, employment of nonsupervisory service workers ranged from 3,898 in New York to approximately 1,000 in Birmingham. (See appendix table A-1.)

Between the June 1978 survey and the current study, employment among the nonsupervisory service workers dropped substantially in most of the 23 areas surveyed both years. The largest declines were reported in Birmingham (44 percent) and New York (38 percent); smallest (less than 10 percent) in Dallas, Houston, and Memphis. Among the other areas, employment declines typically ranged between 23 and 35 percent. In contrast, Washington recorded a 4-percent gain in the work force. (The Phoenix area was not surveyed in 1978.)

Weekly work schedules of 40 hours were common in all areas except Dallas–Fort Worth. There, 54 percent were on longer schedules, notably 45 hours per week (table 30). Other areas reporting at least one-fifth of the workers at 45 hours or more included Atlanta, Denver–Boulder, and Washington.

Just over one-fifth of the service workers were covered by labor-management agreements. The proportion was about nine-tenths in San Francisco and St. Louis; between three-fifths and four-fifths in Chicago, Minneapolis, Nassau–Suffolk, and New York; nearly two-fifths in Kansas City; and one-fourth or less in Boston, Detroit, Milwaukee, Philadelphia, and Pittsburgh (table 2). In the remaining 12 areas, primarily in the South and West, no establishment visited reported a majority of its nonsupervisory service workers under union contracts. The major unions in the industry were the International Association of Machinists and Aerospace Workers (AFL-CIO), and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America (Ind.). In a few areas, both of these unions had bargaining agreements with the same establishment.

Table 1. Occupational staffing pattern

(Percent distribution of workers in auto dealers by occupational group and size of establishment, 24 areas combined, November 1982)

Occupational group	All establishments	Establishments with—		
		20-49 workers	50-99 workers	100 workers or more
All workers	100.0	100.0	100.0	100.0
Executives, officials, and nonworking supervisors	12.1	13.8	11.6	9.8
Nonsupervisory office employees	11.9	11.3	11.8	13.4
Salesworkers, auto (new and/or used)	19.3	19.1	18.5	19.4
All nonsupervisory service workers	56.7	55.8	57.1	57.4
Working supervisors	4.9	6.4	4.5	2.9
Body repairers	5.0	4.6	5.6	4.8
Lubrication	.8	.9	.8	.5
Mechanics, automotive, journeyman	13.7	15.6	13.3	10.8
Mechanics, automotive, service	3.0	3.3	2.9	2.7
New-car get-ready workers	2.2	2.4	2.0	2.4
Painters	1.3	.7	1.6	1.6
Parts clerks	5.6	5.3	5.9	5.6
Service salesworkers	3.6	3.7	3.7	3.3
Car preparation workers	1.7	1.5	1.7	1.9
Polishers	.8	.8	.8	.9
Pickup and delivery workers	2.2	1.9	2.4	2.4
Laborers	4.5	3.2	4.5	7.0
Helpers and learners	1.5	1.2	1.4	2.3
Apprentices, auto mechanics[1]	.5	.5	.5	.3
Apprentices, other than auto mechanic[1]	.2	.2	.2	.1
Janitors, porters and cleaners	1.4	1.5	1.3	1.3
Watchmen and guards	.1	(2)	.1	.4
All other workers	3.9	2.9	4.2	6.4

[1] Apprenticed under formally established programs registered with State or Federal Government.

[2] Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 2. Employment by selected characteristics

(Percent of nonsupervisory service workers employed by auto dealers by selected characteristics, 24 selected areas,[1] November 1982)

Area	Percent of workers in establishments with—				
	20-49 total employees	50-99 total employees	100 or more total employees	Apprentice automotive mechanics	Labor-management contract coverage[2]
Northeast					
Boston	58	34	8	15	1-4
Nassau–Suffolk	82	18	-	11	70-74
New York	60	34	7	9	75-79
Philadelphia	51	34	16	45	20-24
Pittsburgh	57	32	10	53	15-19
South					
Atlanta	28	57	15	33	-
Birmingham	24	69	7	5	-
Dallas–Fort Worth	14	41	45	35	-
Houston	13	28	59	38	-
Memphis	20	44	35	22	-
Miami	5	47	48	40	-
Washington	16	54	30	58	-
North Central					
Chicago	51	40	9	83	60-64
Detroit	35	63	2	31	5-9
Indianapolis	43	34	23	40	-
Kansas City	55	41	4	30	35-39
Milwaukee	56	34	10	17	1-4
Minneapolis–St. Paul	34	50	15	83	70-74
St. Louis	63	33	4	28	90-94
West					
Denver–Boulder	33	51	16	48	-
Los Angeles–Long Beach	25	52	23	34	-
Phoenix	17	31	52	28	-
Portland	51	46	3	54	-
San Francisco–Oakland	49	47	4	86	90-94

[1] For definition of areas, see appendix table A-1, footnote 1.

[2] Percent of nonsupervisory service workers in establishments where labor-management agreements covered a majority of such workers. Estimates are presented in 5-percent bands.

Dashes indicate no establishments visited reported union contracts.

NOTE: Because of rounding, sums of individual items may not equal 100. Dash indicates no data.

Table 3. Occupational averages: All areas

(Number of workers and average straight-time hourly earnings[1] in selected occupations in auto dealer repair shops, 24 selected areas,[2] November 1982)

Area	Body repairers		Lubricators		Mechanics, automotive, journeyman		Mechanics, automotive, service	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Northeast								
Boston	408	$10.32	60	$5.32	1,069	$10.13	100	$6.80
Nassau-Suffolk	101	10.20	7	6.02	663	11.96	342	7.94
New York	236	10.46	64	7.08	1,058	11.39	679	8.85
Philadelphia	366	9.84	27	5.50	1,544	10.10	583	7.01
Pittsburgh	464	10.15	48	4.46	883	10.05	88	6.91
South								
Atlanta	240	12.06	29	7.46	810	10.95	190	9.47
Birmingham	86	9.50	17	5.44	224	8.59	90	8.53
Dallas-Fort Worth	481	13.23	47	8.24	702	11.65	771	10.99
Houston	571	13.55	65	8.50	1,310	12.74	114	10.06
Memphis	96	12.09	18	5.53	234	8.65	76	7.04
Miami	171	12.51	19	6.49	436	11.36	67	8.17
Washington	560	12.90	12	3.74	1,801	10.90	264	7.50
North Central								
Chicago	783	13.57	33	7.67	1,997	12.34	151	7.21
Detroit	756	12.53	107	7.04	1,292	12.24	514	8.68
Indianapolis	204	9.00	22	6.05	403	8.97	90	7.42
Kansas City	281	12.53	43	9.61	561	10.66	44	7.86
Milwaukee	283	11.68	36	6.44	487	11.42	79	7.49
Minneapolis-St. Paul	314	12.92	59	8.05	822	12.00	72	8.77
St. Louis	465	12.98	122	9.79	893	11.70	–	–
West								
Denver-Boulder	193	13.71	30	10.60	711	11.74	107	10.43
Los Angeles-Long Beach	817	12.48	194	10.18	3,023	12.39	579	9.73
Phoenix	168	11.49	48	6.21	534	9.85	124	8.84
Portland	123	10.78	59	5.58	508	10.87	79	8.13
San Francisco-Oakland	501	14.68	163	9.60	1,742	14.52	24	10.82

See footnotes at end of table.

Table 3. Occupational averages: All areas—Continued

(Number of workers and average straight-time hourly earnings[1] in selected occupations in auto dealer repair shops, 24 selected areas,[2] November 1982)

Area	New-car get-ready workers		Painters		Parts clerks		Service salesworkers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Northeast								
Boston	116	$6.88	7	$11.69	357	$7.10	241	$8.46
Nassau–Suffolk	121	7.91	28	9.34	263	8.29	193	10.21
New York	253	7.42	38	8.60	529	9.13	391	9.49
Philadelphia	376	5.77	131	9.78	591	6.69	422	8.20
Pittsburgh	170	5.61	–	–	317	6.12	193	7.72
South								
Atlanta	126	6.65	83	11.70	320	8.12	204	10.32
Birmingham	40	4.66	14	10.62	114	6.60	75	10.74
Dallas–Fort Worth	212	9.49	191	11.94	565	10.56	348	12.30
Houston	419	7.48	175	13.70	614	12.27	293	12.16
Memphis	60	4.97	41	8.12	155	8.47	60	8.74
Miami	99	7.15	57	11.43	201	8.11	132	10.42
Washington	370	5.15	170	14.54	630	7.70	424	9.60
North Central								
Chicago	256	6.62	93	15.61	738	7.29	510	9.35
Detroit	129	6.65	301	12.48	536	6.83	408	7.86
Indianapolis	55	7.24	58	12.07	192	7.00	91	8.07
Kansas City	54	8.28	43	15.59	193	8.19	146	11.44
Milwaukee	85	5.87	22	11.59	166	6.62	142	8.44
Minneapolis–St. Paul	67	8.45	117	13.49	295	8.69	159	10.50
St. Louis	125	10.16	13	12.71	310	10.47	190	10.95
West								
Denver–Boulder	93	7.41	55	16.49	323	8.31	207	10.98
Los Angeles–Long Beach	377	8.02	287	13.76	1,374	9.62	815	12.70
Phoenix	66	7.09	89	11.27	224	8.67	144	10.99
Portland	71	5.56	38	11.60	206	7.93	123	9.69
San Francisco–Oakland	102	9.78	124	14.76	509	11.90	383	13.56

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] For definition of areas, see appendix table A-1, footnote 1.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 4. Occupational earnings distribution: Boston, Mass.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			4.00 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 16.00	16.00 and over
Body repairers	406	$10.32	–	–	–	1	3	7	4	4	9	1	9	7	15	4	7	4	4	1	1	4	3	2	2	3	3
Timeworkers	52	7.95	–	–	–	–	19	27	13	–	–	–	6	13	4	–	17	–	–	–	–	–	–	–	–	–	–
Incentive workers	356	10.66	–	–	–	1	1	4	3	5	10	2	9	6	17	4	6	5	4	1	1	5	4	2	3	3	3
Lubricators	60	5.32	18	22	33	7	–	–	15	–	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	49	4.83	22	27	41	6	–	–	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	11	7.50	–	–	–	9	–	–	64	–	27	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman	1,089	10.13	–	–	–	1	2	1	4	3	7	17	9	8	9	8	5	5	4	3	5	3	1	1	2	–	1
Timeworkers	63	8.30	–	–	–	–	25	8	–	8	6	8	8	16	6	14	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	1,006	10.25	–	–	–	1	1	1	5	3	7	17	9	7	9	7	5	5	4	3	5	3	1	2	2	–	1
Mechanics, automotive, service	100	6.80	–	3	11	6	16	15	15	13	13	7	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	38	6.13	–	8	26	11	18	–	21	3	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	62	7.22	–	–	2	3	15	24	11	19	13	11	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
New-car get-ready workers	116	6.88	3	9	16	9	–	16	5	8	15	9	4	–	–	6	–	–	–	1	–	–	–	–	–	–	–
Timeworkers	86	6.09	5	12	22	12	–	21	7	6	9	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	30	9.14	–	–	–	–	–	–	–	7	30	20	17	–	–	23	–	–	–	3	–	–	–	–	–	–	–
Painters[2]	7	11.69	–	–	–	–	–	–	–	–	–	–	–	–	43	–	–	–	–	14	43	–	–	–	–	–	–
Parts clerks	357	7.10	3	4	9	6	9	19	14	6	11	8	4	4	1	–	–	–	1	–	–	–	–	–	–	–	–
Timeworkers	190	6.58	2	6	12	4	15	25	9	14	8	3	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	167	7.68	3	1	5	8	2	13	19	2	13	14	7	8	1	–	–	–	3	–	–	–	–	–	–	–	–
Service salesworkers	241	8.46	–	–	2	4	4	7	14	6	15	13	9	5	14	6	–	–	–	2	–	–	–	–	–	–	1
Timeworkers	67	7.71	–	–	6	6	9	21	12	–	15	15	1	1	9	–	–	–	–	4	–	–	–	–	–	–	–
Incentive workers	174	8.78	–	–	–	3	2	2	14	9	14	13	12	6	16	7	–	–	–	1	–	–	–	–	–	–	1

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all incentive workers.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table E. Occupational earnings distribution: Nassau-Suffolk, N.Y.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.50 and under 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 and over
Body repairers	101	$10.20	–	4	–	–	–	–	3	–	10	5	–	11	11	15	2	12	5	7	3	4	8	1	–	–	–	–	–
Timeworkers	58	9.43	–	7	–	–	–	–	–	–	17	3	–	10	19	16	–	14	7	7	–	–	–	–	–	–	–	–	–
Incentive workers	43	11.24	–	–	–	–	–	–	7	–	–	7	–	12	–	14	5	9	2	7	7	9	10	2	–	–	–	–	–
Lubricators	7	6.02	–	–	29	–	29	–	43	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman	663	11.96	–	–	–	–	–	1	(2)	(2)	4	2	3	10	7	6	17	10	6	5	5	3	1	3	2	3	3	1	8
Timeworkers	66	9.15	–	–	–	–	–	6	1	–	10	6	15	12	16	22	12	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	595	12.28	–	–	–	–	–	(2)	–	(2)	3	1	1	10	6	4	18	11	7	6	5	4	1	4	2	3	4	1	8
Mechanics, automotive, service	342	7.94	–	6	1	4	6	3	5	14	14	10	6	16	2	3	6	1	2	–	–	–	1	–	(2)	–	–	(2)	(2)
Timeworkers	201	7.52	–	11	–	6	2	1	6	18	15	11	3	17	–	–	6	–	2	–	–	–	–	–	–	–	–	–	–
Incentive workers	141	8.55	–	–	2	–	10	5	3	8	13	9	11	15	4	7	6	1	1	–	–	–	1	–	1	–	–	1	1
New-car get-ready workers	121	7.91	–	2	8	6	13	11	11	7	9	5	3	6	–	3	–	–	–	3	–	–	3	–	–	–	3	3	–
Timeworkers	102	6.77	–	2	10	7	16	13	13	9	8	6	4	10	–	4	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	19	14.02	–	–	–	–	–	–	–	–	16	–	–	–	–	–	–	–	–	21	–	–	21	–	–	–	21	21	–
Painters	28	9.34	–	–	–	–	–	7	–	–	7	–	39	14	18	–	–	–	4	4	4	–	–	–	4	–	–	–	–
Timeworkers	16	8.84	–	–	–	–	–	13	–	–	–	–	38	25	25	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	12	10.01	–	–	–	–	–	–	–	–	17	–	42	–	8	–	–	–	8	6	8	–	–	–	8	–	–	–	–
Parts clerks	263	8.29	1	4	3	9	4	3	7	5	2	6	23	11	7	2	2	2	2	–	3	2	2	1	–	–	–	–	–
Timeworkers	136	7.34	2	8	3	8	7	4	11	3	–	10	26	13	1	–	3	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	127	9.31	–	–	2	9	–	2	2	6	3	2	20	10	13	4	2	3	4	–	7	3	5	2	–	–	–	–	–
Service saleworkers	193	10.21	–	–	–	–	–	3	2	6	2	9	11	13	7	5	7	5	7	–	10	3	7	–	–	–	–	3	–
Timeworkers	12	8.43	–	–	–	–	–	17	17	–	25	–	–	–	–	17	25	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	181	10.33	–	–	–	–	–	2	1	7	1	10	12	14	8	4	6	6	7	–	10	3	8	–	–	–	–	3	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Less than 0.5 percent.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 6. Occupational earnings distribution: New York, N.Y.-N.J.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			Under 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 and over
Body repairers	236	$10.46	–	–	–	–	–	–	–	–	3	–	4	13	14	9	2	7	4	28	3	2	(2)	1	(2)	(2)	1	1	7
Timeworkers	60	9.23	–	–	–	–	–	–	–	–	–	–	15	15	–	20	–	20	–	30	–	–	–	–	–	–	–	–	–
Incentive workers	176	10.87	–	–	–	–	–	–	–	–	3	–	–	13	18	6	3	2	6	27	5	2	1	1	1	1	2	2	9
Lubricators	64	7.08	[3] 11	–	–	–	6	13	14	–	5	11	2	2	–	34	–	–	–	–	–	–	2	–	–	–	–	–	2
Timeworkers	25	7.04	28	–	–	–	–	–	–	–	12	–	–	–	–	60	–	–	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman	1,056	11.39	–	–	–	(2)	–	–	–	–	–	–	1	3	1	2	8	8	18	20	12	7	5	4	2	1	2	(2)	7
Timeworkers	205	10.26	–	–	–	–	–	–	–	–	–	–	3	7	3	–	14	6	7	46	7	3	–	–	–	–	3	–	–
Incentive workers	853	11.67	–	–	–	(2)	–	–	–	–	–	–	–	2	–	2	7	9	20	14	14	8	6	5	2	2	1	1	6
Mechanics, automotive, service	679	8.85	–	–	–	–	(2)	2	1	1	2	4	3	12	8	18	31	6	3	1	2	1	(2)	1	1	1	(2)	(2)	1
Timeworkers	226	8.03	–	–	–	–	–	6	3	–	–	3	9	21	10	11	32	4	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	453	9.26	–	–	–	–	(2)	–	–	2	3	4	(2)	7	7	22	30	8	4	1	3	1	1	2	1	2	1	1	1
New-car get-ready workers	253	7.42	4	–	–	4	4	3	4	(2)	5	20	10	9	4	15	7	5	1	2	–	(2)	–	–	–	(2)	–	–	–
Timeworkers	227	7.25	4	–	–	5	4	3	4	(2)	5	19	11	10	5	17	8	4	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	26	8.84	–	–	–	–	–	4	–	–	4	35	4	–	–	–	–	12	12	23	–	4	–	–	–	4	–	–	–
Painters	38	8.60	–	–	–	–	–	5	–	–	–	47	–	–	16	–	–	18	–	–	8	–	–	–	–	–	–	–	5
Incentive workers	14	11.03	–	–	–	–	–	14	–	–	–	–	–	–	–	–	–	50	–	–	21	–	–	–	–	–	–	–	14
Parts clerks	529	9.13	1	–	–	1	1	1	1	–	1	6	5	8	13	13	11	7	5	2	2	13	–	(2)	2	4	–	–	(2)
Timeworkers	247	8.13	3	–	–	3	2	2	2	–	–	8	2	15	13	24	19	2	4	–	–	–	–	–	2	–	–	–	–
Incentive workers	282	10.01	–	–	–	–	–	–	–	–	2	5	8	2	14	3	5	11	6	5	4	25	–	1	1	7	–	–	(2)
Service salesworkers	391	9.49	–	3	–	2	–	2	1	1	4	5	3	7	16	8	4	9	5	7	4	4	6	2	3	–	1	1	5
Timeworkers	92	7.37	–	13	–	9	–	4	–	–	15	15	8	–	7	–	7	–	15	–	8	–	–	–	–	–	–	–	–
Incentive workers	299	10.14	–	–	–	–	–	1	1	1	–	1	1	9	19	10	3	12	2	9	3	6	7	3	3	–	1	1	7

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Less than 0.5 percent.
[3] All workers were at $4.00 and under $4.25.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 7. Occupational earnings distribution: Philadelphia, Pa.-N.J.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 16.00	16.00 and over
Body repairers	366	$9.84	-	-	-	3	2	4	7	1	4	4	13	6	14	3	10	5	(2)	2	2	3	1	2	1	1	3	-	7
Timeworkers	70	8.32	-	-	-	-	-	-	10	-	7	6	-	6	51	10	-	10	-	-	-	-	-	-	-	-	-	-	-
Incentive workers	296	10.07	-	-	-	4	3	5	7	1	3	4	16	6	5	2	12	4	(2)	2	2	4	1	3	1	1	4	-	6
Lubricators	27	5.50	-	-	26	-	11	52	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive, journeyman[3]	1,544	10.10	-	-	-	(2)	(2)	1	2	3	6	6	11	9	5	12	8	8	4	4	4	3	3	3	1	1	1	1	3
Mechanics, automotive, service	583	7.01	1	4	3	8	6	10	11	11	8	13	4	10	2	1	3	1	2	1	-	1	1	-	-	-	-	-	-
Timeworkers	267	6.23	-	4	5	13	12	9	15	11	4	14	5	4	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers	316	7.67	1	3	2	4	1	10	6	10	10	12	3	15	4	-	5	2	3	2	-	1	2	-	-	-	-	-	-
New-car get-ready workers	375	5.77	-	11	16	11	17	12	8	1	5	7	2	4	1	2	-	1	(2)	-	3	-	-	-	-	-	-	-	-
Timeworkers	303	5.14	-	14	19	14	17	15	9	-	5	5	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers	73	8.40	-	-	-	-	19	-	4	3	4	18	3	19	4	7	-	3	1	-	15	-	-	-	-	-	-	-	-
Painters	131	9.78	-	-	-	-	5	3	2	1	-	15	15	11	2	10	2	8	3	6	2	-	-	3	2	2	-	4	5
Timeworkers	54	7.62	-	-	-	-	13	7	-	-	-	35	19	13	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers	77	11.29	-	-	-	-	-	-	3	1	-	1	13	9	3	8	3	14	5	10	3	-	-	5	4	3	-	6	9
Parts clerks	591	6.69	1	1	9	7	10	7	8	12	10	13	6	4	2	2	1	2	-	-	3	-	-	-	-	-	-	-	-
Timeworkers	251	5.71	3	3	20	12	14	5	8	16	9	6	-	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers	340	7.41	-	-	2	4	8	9	9	9	10	18	10	5	4	1	2	3	-	-	5	-	-	-	-	-	-	-	-
Service salesworkers	422	8.20	-	-	2	2	5	7	10	5	7	14	5	10	7	8	7	1	6	(2)	2	1	-	-	2	-	-	-	-
Timeworkers	119	6.76	-	-	6	-	15	10	17	12	19	8	-	3	6	-	5	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers	303	8.77	-	-	-	2	1	6	7	2	3	17	7	13	7	11	7	1	8	1	3	1	-	-	3	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Less than 0.5 percent.
[3] Virtually all incentive workers.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 8. Occupational earnings distribution: Pittsburgh, Pa.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 16.00	16.00 and over
Body repairers	464	$10.15	–	(2)	–	(2)	5	1	4	8	11	5	7	6	3	5	8	2	4	2	6	3	1	1	4	4	3	1	7
Timeworkers	112	7.88	–	–	–	–	9	1	10	27	19	4	13	–	–	–	7	–	–	–	–	–	–	–	–	–	11	–	–
Incentive workers	352	10.87	–	1	–	(2)	4	1	2	2	8	5	5	8	4	6	8	3	5	3	8	3	2	2	5	5	1	1	9
Lubricators[3]	46	4.46	4	29	15	15	23	13	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman	883	10.05	–	–	–	–	2	4	4	5	7	8	5	8	7	5	7	4	4	5	5	3	2	1	1	2	5	1	4
Timeworkers	148	9.25	–	–	–	–	–	6	11	15	22	–	3	–	3	–	17	–	–	–	–	–	–	–	–	–	23	–	–
Incentive workers	735	10.22	–	–	–	–	2	4	2	3	4	10	6	9	8	5	5	5	5	5	6	4	3	2	2	3	2	1	4
Mechanics, automotive, service	88	6.91	–	–	8	6	13	6	14	18	5	9	2	5	5	–	–	7	2	2	–	–	–	–	–	–	–	–	–
Timeworkers	60	6.46	–	–	8	8	18	8	17	10	3	13	3	–	–	–	–	10	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	28	7.86	–	–	7	–	–	–	7	36	7	–	–	14	14	–	–	–	7	7	–	–	–	–	–	–	–	–	–
New-car get-ready workers	170	5.61	10	15	14	12	12	9	6	–	4	5	1	2	–	2	2	1	2	1	–	2	–	–	–	–	–	–	–
Timeworkers	123	4.83	14	16	19	14	13	6	8	–	5	2	2	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	47	7.64	–	11	–	9	9	17	–	–	2	15	–	9	–	9	–	4	6	4	–	6	–	–	–	–	–	–	–
Parts clerks	317	6.12	2	6	14	4	13	12	10	9	10	9	4	2	1	(2)	5	–	–	–	–	1	–	–	–	–	–	–	–
Timeworkers	211	5.55	3	9	20	6	16	15	9	2	6	2	4	–	(2)	–	6	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	106	7.27	–	–	–	2	5	6	10	21	18	22	5	5	3	1	2	–	–	–	–	2	–	–	–	–	–	–	–
Service salesworkers	193	7.72	–	1	4	9	6	3	17	3	15	5	2	7	8	4	4	1	2	4	1	2	–	4	1	–	–	–	–
Timeworkers	74	6.13	–	3	7	15	8	5	27	5	16	5	3	–	–	5	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	119	8.72	–	–	2	6	4	2	11	2	13	4	2	11	13	3	6	1	3	7	1	3	–	7	2	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Less than 0.5 percent.
[3] Virtually all time workers.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 9. Occupational earnings distribution: Atlanta, Ga.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Body repairers[2]	240	$12.06	–	–	–	1	2	1	–	10	2	3	3	5	7	5	7	4	4	2	5	10	2	6	6	3	1	4	6
Lubricators	29	7.46	3	–	10	17	14	7	10	3	–	10	7	–	7	–	–	–	–	–	–	–	–	–	–	–	–	–	[3] 10
Timeworkers	9	4.83	–	–	33	56	–	–	–	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	20	8.64	5	–	–	–	20	10	15	–	–	15	10	–	10	–	–	–	–	–	–	–	–	–	–	–	–	–	15
Mechanics, automotive, journeyman[2]	610	10.95	(4)	1	(4)	(4)	1	2	1	2	3	2	6	4	11	5	12	5	5	4	8	10	5	4	3	1	1	1	(4)
Mechanics, automotive, service	190	9.47	–	2	4	1	4	–	7	2	6	11	10	8	7	3	1	3	4	3	6	12	2	5	–	1	–	–	1
Incentive workers	157	9.93	–	2	3	1	3	–	6	2	4	13	4	10	5	3	1	3	4	3	8	14	3	6	–	1	–	–	1
New-car get-ready workers	128	6.65	2	8	17	9	9	7	5	2	1	4	11	–	5	7	2	2	3	–	2	–	–	2	–	–	–	–	–
Timeworkers	66	5.72	3	12	19	12	12	9	6	–	–	3	13	–	7	–	2	2	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	42	8.54	–	–	14	5	5	2	5	7	2	5	7	–	–	21	2	–	10	–	7	–	–	7	–	–	–	–	–
Painters[2]	83	11.70	–	–	–	–	–	–	–	4	6	1	1	6	–	12	13	6	–	1	10	12	5	6	6	4	–	–	2
Parts clerks	320	6.12	–	–	5	4	9	5	5	9	11	8	7	4	8	4	2	–	4	5	4	–	2	–	–	–	–	2	–
Timeworkers	87	5.80	–	–	18	6	31	2	8	14	7	8	–	2	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	233	6.98	–	–	–	3	1	6	4	7	12	8	10	5	10	6	3	–	6	7	6	–	3	–	–	–	–	3	–
Service saleswokers	204	10.32	–	–	–	(4)	3	1	1	4	2	13	8	15	7	5	4	3	2	5	4	6	3	1	4	–	5	–	1
Incentive workers	193	10.55	–	–	–	1	–	1	2	4	3	13	6	16	7	5	5	3	2	6	5	6	3	2	4	–	6	–	1

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] All workers were at $20.00 and under $21.00.
[4] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table 10. Occupational earnings distribution: Birmingham, Ala.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 and over
Body repairers[2]	88	$9.50	–	–	6	3	3	2	2	7	5	12	1	6	6	12	1	6	1	3	2	9	–	5	–	–	2	–	5
Lubricators	17	5.44	–	35	12	–	18	–	–	12	–	–	12	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	7	3.64	–	86	14	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	10	6.71	–	–	10	–	30	–	–	20	–	–	20	20	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman[2]	224	8.59	1	3	5	2	5	3	5	7	7	5	5	7	4	9	10	3	2	3	4	3	1	1	4	–	–	1	–
Mechanics, automotive, service[2]	90	8.53	–	3	2	10	9	6	4	1	–	8	3	9	2	4	6	6	2	9	2	3	–	6	–	–	1	1	–
New-car get-ready workers	40	4.66	17	15	25	2	22	13	–	–	2	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	34	4.67	21	16	21	3	18	15	–	–	3	–	–	–	–	–	3	–	–	–	–	–	–	–	–	–	–	–	–
Painters[2]	14	10.62	–	–	7	–	–	–	–	–	14	–	–	–	–	21	–	–	21	14	7	–	–	–	14	–	–	–	–
Parts clerks	114	8.60	2	7	11	4	–	8	7	4	13	3	1	2	4	4	2	3	4	2	–	1	6	3	2	4	–	6	–
Timeworkers	32	4.49	6	22	41	6	–	19	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	82	10.21	–	1	–	2	–	4	7	5	16	4	1	2	5	6	2	4	5	2	–	1	9	4	2	6	–	9	–
Service saleswokers	75	10.74	–	–	1	–	1	4	–	–	12	9	4	1	3	1	16	8	–	5	–	11	1	5	4	1	8	1	1
Timeworkers	6	11.88	–	–	–	–	–	–	–	–	–	–	–	–	–	–	50	–	–	–	–	–	–	50	–	–	–	–	–
Incentive workers	69	10.64	–	–	1	–	1	4	–	–	13	10	4	1	3	1	13	9	–	6	–	12	1	1	4	1	9	1	1

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table 11. Occupational earnings distribution: Dallas–Fort Worth, Texas

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Body repairers[2]	481	$13.23	–	–	–	–	–	–	2	1	4	2	4	5	6	5	2	4	6	5	8	4	4	10	4	5	4	3	9
Lubricators[2]	47	8.24	–	6	–	13	4	–	17	–	13	4	–	4	9	–	4	9	4	–	6	2	–	–	–	–	–	4	–
Mechanics, automotive, journeyman[2]	702	11.65	–	–	–	–	–	1	3	4	4	5	3	3	6	6	6	5	6	7	10	6	9	4	3	2	2	2	4
Mechanics, automotive, service[2]	771	10.99	–	–	–	1	3	4	4	4	3	6	6	7	5	5	6	4	4	6	7	9	2	4	2	2	1	1	5
New-car get-ready workers	212	9.49	1	7	2	7	6	1	3	8	8	1	1	1	8	5	9	3	[3]	–	7	5	2	4	1	–	4	3	1
Timeworkers	24	6.33	–	29	–	8	25	–	–	8	–	–	–	–	–	–	29	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	188	9.90	1	4	2	7	3	2	4	8	10	2	2	2	9	5	6	4	1	–	7	5	3	5	2	–	4	4	1
Painters[2]	191	11.94	–	–	–	–	2	1	5	3	3	5	7	1	3	2	10	5	5	5	10	14	1	–	3	5	2	1	8
Parts clerks	565	10.56	–	–	–	–	5	3	4	2	3	3	7	7	5	8	7	8	10	5	5	6	3	2	2	–	3	1	2
Timeworkers	53	6.40	–	–	–	–	57	13	–	–	–	–	17	–	–	–	13	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	512	11.00	–	–	–	–	–	2	4	2	4	3	5	7	5	8	6	8	11	6	6	7	3	2	2	–	3	1	3
Service saleworkers	348	12.30	–	–	–	–	3	–	3	–	1	3	9	8	5	3	7	3	6	5	8	9	7	3	2	3	2	3	7
Timeworkers	18	8.40	–	–	–	–	39	–	–	–	–	–	–	–	–	–	39	–	22	–	–	–	–	–	–	–	–	–	–
Incentive workers	330	12.51	–	–	–	–	1	–	3	–	2	3	9	8	6	3	5	3	5	5	8	9	8	3	2	3	2	3	8

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table 12. Occupational earnings distribution: Houston, Texas

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 and over
Body repairers[2]	571	$13.55	–	–	(3)	–	1	1	4	2	3	1	1	1	5	7	6	2	5	13	7	7	5	7	3	4	3	2	[4] 11
Lubricators	65	6.50	–	–	–	–	3	25	15	6	–	–	5	3	3	6	3	8	3	15	–	5	–	–	–	–	–	–	–
Timeworkers	20	5.86	–	–	–	–	–	60	40	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	45	9.87	–	–	–	–	4	9	4	9	–	–	7	4	4	9	4	11	4	22	–	7	–	–	–	–	–	–	–
Mechanics, automotive, journeyman[2]	1,310	12.74	–	–	–	(3)	(3)	2	3	3	3	4	3	4	4	3	4	7	7	12	6	7	5	5	4	2	2	1	6
Mechanics, automotive, service	114	10.06	–	–	–	–	–	–	12	18	2	14	9	5	2	2	4	2	2	4	12	2	4	–	4	–	2	–	4
Timeworkers	20	7.50	–	–	–	–	–	–	20	20	–	10	50	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	94	10.60	–	–	–	–	–	–	11	17	2	15	–	6	2	2	4	2	2	4	15	2	4	–	4	–	2	–	4
New-car get-ready workers	419	7.48	6	11	7	14	13	3	3	2	4	4	3	(3)	2	2	3	–	2	5	7	1	3	1	1	2	(3)	(3)	–
Timeworkers	253	4.83	9	17	11	24	21	6	6	–	5	1	–	–	–	–	1	–	–	–	2	–	–	–	–	–	–	–	–
Incentive workers	166	11.52	2	1	1	–	–	–	–	6	3	8	7	1	4	5	5	–	6	12	14	3	7	2	4	4	1	1	–
Painters[2]	175	13.70	–	–	–	–	–	–	1	7	3	–	2	–	6	7	–	7	3	15	7	4	5	1	9	6	7	1	8
Parts clerks	614	12.27	–	–	–	–	–	1	1	4	1	3	2	4	7	12	5	6	9	13	8	5	2	4	3	4	4	3	1
Timeworkers	93	10.76	–	–	–	–	–	8	–	13	–	6	4	4	17	2	–	2	9	9	6	–	–	19	–	–	–	–	–
Incentive workers	521	12.54	–	–	–	–	–	–	1	2	1	3	2	3	6	13	5	6	9	13	8	6	2	1	4	4	5	4	1
Service salesworkers	293	12.16	–	–	–	–	2	1	5	1	5	8	2	1	1	9	9	5	9	12	3	3	3	2	8	4	2	2	5
Timeworkers	29	7.52	–	–	–	–	24	–	7	–	14	26	–	–	–	29	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	264	12.67	–	–	–	–	–	1	5	2	4	5	2	1	1	6	9	6	9	13	3	3	4	2	8	5	2	2	5

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] Less than 0.5 percent.
[4] Workers were distributed as follows: 3.5 percent at $21.00 and under $22.00; 3.7 percent at $22.00 and under $23.00; and 5.3 percent at $23.00 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table 13. Occupational earnings distribution: Memphis, Tenn.-Ark.-Miss.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1962)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 16.00	16.00 and over
Body repairers[2]	96	$12.09	2	–	3	1	2	8	–	3	1	–	1	–	2	8	6	3	6	3	1	5	3	4	5	5	1	3	[3] 21
Lubricators	18	5.53	33	6	11	6	–	11	–	6	6	–	–	11	–	–	11	–	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	8	3.67	50	13	25	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	10	7.01	20	–	–	–	–	20	–	10	10	–	–	20	–	–	20	–	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman[2]	234	8.65	–	1	5	4	4	3	12	5	8	9	4	8	6	4	5	2	6	5	1	1	2	(4)	(4)	(4)	1	2	3
Mechanics, automotive, service	76	7.04	8	1	11	3	5	4	13	9	3	11	8	7	4	5	–	1	3	–	3	1	–	–	–	1	–	–	–
Incentive workers	71	7.11	8	1	11	3	6	4	7	10	3	11	8	7	4	6	–	1	3	–	3	1	–	–	–	1	–	–	–
New-car get-ready workers	60	4.97	28	28	8	3	2	3	5	5	3	8	–	–	–	–	–	–	–	–	–	2	–	–	3	–	–	–	–
Timeworkers	54	4.37	31	31	9	4	2	4	6	4	–	9	–	–	–	–	–	–	–	–	–	17	–	–	33	–	–	–	–
Incentive workers	6	10.42	–	–	–	–	–	–	–	17	33	–	–	–	–	–	–	–	–	7	–	–	–	–	–	–	–	–	7
Painters	41	8.12	–	10	2	2	–	10	12	20	2	2	10	–	–	7	5	2	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	12	5.99	–	33	–	8	–	–	8	17	–	8	17	–	–	8	–	–	–	–	–	–	–	–	–	–	–	–	10
Incentive workers	29	9.01	–	–	3	–	–	14	14	21	3	–	7	–	–	7	7	3	–	10	–	–	–	–	–	–	–	–	3
Parts clerks	155	8.47	–	4	–	3	3	5	14	16	4	5	6	6	3	6	5	4	3	3	–	3	1	1	–	2	1	–	–
Timeworkers	25	5.58	–	20	–	16	–	8	32	24	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4
Incentive workers	130	9.03	–	1	–	–	3	5	10	15	5	6	8	7	3	8	5	5	4	4	–	4	1	1	–	2	2	–	4
Service salesworkers[2]	60	8.74	–	3	3	3	7	2	2	8	3	10	3	18	5	5	10	3	–	–	3	2	3	–	–	2	–	–	3

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] All or virtually all incentive workers.

[3] Workers were distributed as follows: 6.3 percent at $16.00 and under $17.00; 4.2 percent at $17.00 and under $18.00; 2.1 percent at $18.00 and under $19.00; 7.3 percent at $20.00 and under $21.00; and 1.0 percent at $21.00 and over.

[4] Less than 0.5 percent.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 14. Occupational earnings distribution: Miami, Fla.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1962)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.50 and under 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 and over
Body repairers[2]	171	$12.51	–	2	4	–	1	–	2	4	1	3	5	2	4	4	4	6	9	4	11	5	1	4	1	10	5	2	[3] 11
Lubricators	19	6.49	–	16	11	–	11	37	–	–	–	16	–	–	–	11	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	15	6.79	–	20	–	–	13	33	–	–	–	20	–	–	–	13	–	–	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman[2]	436	11.36	(*)	(*)	1	(*)	(*)	3	3	4	4	6	7	4	3	5	5	5	5	8	8	7	2	3	3	6	5	1	2
Mechanics, automotive, service[2]	67	8.17	1	–	4	–	4	7	6	6	7	19	4	24	3	3	3	6	–	–	–	–	–	–	–	–	–	–	–
New-car get-ready workers	99	7.15	11	5	13	5	1	25	1	–	8	6	4	–	4	5	3	–	–	–	3	–	2	–	–	–	–	1	2
Timeworkers	58	5.69	17	9	22	5	–	33	–	–	–	3	–	–	3	3	–	–	–	–	–	–	3	–	–	–	–	–	–
Incentive workers	41	9.21	2	–	–	5	2	15	2	–	20	10	10	–	5	7	7	–	–	–	7	–	–	–	–	–	–	2	5
Painters[2]	57	11.43	–	–	–	–	2	14	–	–	2	7	–	12	2	–	5	5	–	19	4	2	–	4	7	2	11	–	4
Parts clerks	201	8.11	–	2	1	2	5	6	13	16	11	9	3	8	4	7	2	2	2	2	(*)	–	–	–	–	–	–	1	–
Timeworkers	26	8.08	–	12	–	–	–	15	8	–	12	–	12	–	–	42	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	175	8.11	–	1	1	2	6	5	14	18	11	10	2	10	5	2	2	2	2	2	1	–	–	–	–	–	–	2	–
Service salesworkers[2]	132	10.42	–	4	–	1	4	–	2	8	7	11	5	3	11	5	8	–	6	4	2	2	5	–	2	4	5	1	4

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] All or virtually all incentive workers.

[3] Workers were distributed as follows: 1.8 percent at $17.00 and under $18.00; 2.1 percent at $18.00 and under $19.00; 1.4 percent at $19.00 and under $20.00; and 5.6 percent at $20.00 and over.

[4] Less than 0.5 percent.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 15. Occupational earnings distribution: Washington, D.C.-Md.-Va.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			Under 4.00	4.00 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Body repairers	580	$12.90	1	–	2	2	7	1	1	2	[2]	6	4	3	1	2	4	4	4	5	5	7	7	7	6	5	2	4	6
Timeworkers	42	10.02	–	–	–	–	–	–	–	–	–	74	–	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	14
Incentive workers	538	13.12	1	–	2	2	7	1	1	2	[2]	1	5	3	1	2	5	4	4	5	5	8	7	7	6	5	2	4	8
Lubricators[3]	12	3.74	[4] 83	–	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman	1,801	10.90	–	[2]	1	2	2	3	4	3	6	6	3	3	7	8	9	6	4	4	3	9	6	3	3	1	2	1	1
Timeworkers	158	10.95	–	–	–	–	–	3	–	–	–	–	6	4	4	4	42	8	4	10	4	11	2	–	–	–	–	–	–
Incentive workers	1,643	10.89	–	1	1	2	3	3	4	3	6	6	3	3	7	9	5	6	4	4	3	9	6	3	3	2	2	1	2
Mechanics, automotive, service	264	7.50	1	9	5	3	7	11	9	13	10	5	4	3	3	6	–	3	1	1	–	4	1	2	–	–	–	–	–
Timeworkers	58	6.15	–	–	–	3	–	21	31	–	16	3	–	–	–	–	–	9	–	–	–	17	–	–	–	–	–	–	–
Incentive workers	206	7.31	1	12	6	3	9	6	3	17	9	6	5	4	3	8	–	1	1	1	–	–	1	2	–	–	–	–	–
New-car get-ready workers	370	5.15	[5] 24	19	19	12	6	3	2	5	1	2	3	–	1	1	2	1	2	–	–	–	–	–	–	–	–	–	–
Timeworkers	274	4.44	28	22	23	15	7	3	1	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	96	7.17	13	9	7	5	2	2	6	16	2	7	10	–	2	2	7	2	6	–	–	–	–	–	–	–	–	–	–
Painters	170	14.54	–	–	–	–	3	5	–	–	4	9	1	–	–	1	5	5	7	–	–	4	5	4	6	8	13	5	[6] 14
Timeworkers	25	8.74	–	–	–	–	–	32	–	–	–	56	–	–	–	–	–	–	–	–	–	–	–	–	–	–	12	–	–
Incentive workers	145	15.54	–	–	–	–	3	–	–	–	5	1	1	–	–	1	6	6	8	–	–	5	6	5	8	10	13	6	16
Parts clerks	630	7.70	3	–	2	3	13	13	9	8	5	10	9	7	6	2	3	3	1	[7]	–	–	1	1	–	–	[7]	–	–
Timeworkers	113	5.98	16	–	8	4	22	9	18	12	–	4	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	517	8.07	–	–	1	3	11	15	7	7	6	11	9	9	7	2	3	4	1	[7]	–	1	1	–	–	[7]	–	–	–
Service salesworkers	424	9.60	–	–	–	3	4	5	9	4	9	8	9	5	4	7	10	5	3	[8]	1	3	4	4	–	1	2	[9]	[9]
Timeworkers	26	5.89	–	–	–	35	19	–	46	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	398	9.84	–	–	–	1	3	5	7	4	10	8	10	5	5	7	11	5	3	1	1	3	4	4	–	1	2	1	1

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Less than 0.5 percent.

[3] Virtually all incentive workers.

[4] Workers were distributed as follows: 58.3 percent at $3.50 and under $4.00; and 24.7 percent at $3.35 and under $3.50.

[5] Workers were distributed as follows: 14 percent at $3.50 and under $4.00; and 10 percent at $3.35 and under $3.50.

[6] Workers were distributed as follows: 3.5 percent at $20.00 and under $21.00; 3.5 percent at $21.00 and under $22.00; 1.2 percent at $23.00 and under $24.00; 1.2 percent at $24.00 and under $25.00; and 4.1 percent at $25.00 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table 16. Occupational earnings distribution: Chicago, Ill.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1962)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			Under 4.00	4.00 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Body repairers[2]	783	$13.67	–	–	–	–	–	–	1	2	(3)	–	–	4	2	6	3	3	8	4	7	9	17	9	9	5	2	1	3
Lubricators	33	7.67	–	6	–	–	–	6	18	24	3	27	–	–	–	3	12	–	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	25	7.70	–	8	–	–	–	8	24	8	–	36	–	–	–	–	16	–	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman[2]	1,997	12.34	–	–	–	–	(3)	(3)	(3)	1	1	3	(3)	2	5	19	10	4	6	11	4	8	7	4	4	3	1	3	3
Mechanics, automotive, service[4]	151	7.21	–	–	6	23	11	9	3	7	8	5	–	–	12	17	–	–	–	–	–	–	–	–	–	–	–	–	–
New-car get-ready workers	256	6.62	7	11	14	7	4	3	23	3	3	–	12	3	2	3	1	4	–	–	–	–	2	–	–	–	–	–	–
Timeworkers	226	6.11	8	12	16	8	4	3	26	4	2	–	9	3	–	4	1	–	–	–	–	–	17	–	–	–	–	–	–
Incentive workers	30	10.46	–	–	–	–	–	–	–	–	7	–	30	–	17	–	–	30	–	–	–	–	–	–	–	14	5	–	[5] 15
Painters[2]	93	15.61	–	–	–	–	–	–	–	–	–	–	–	–	–	9	2	5	6	9	11	13	11	–	–	–	–	–	–
Parts clerks	738	7.29	1	2	8	7	5	10	16	11	8	7	5	7	3	4	2	2	2	–	(3)	–	(3)	(3)	–	–	–	–	–
Timeworkers	502	6.71	1	3	9	8	5	13	21	15	7	4	7	1	(3)	3	(3)	2	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	236	8.52	–	–	6	4	6	4	4	2	10	14	2	18	9	6	4	2	6	–	1	–	1	1	–	–	–	–	–
Service salesworkers	510	9.35	–	(3)	(3)	1	7	–	4	7	15	7	11	3	9	9	8	4	–	7	2	4	1	2	2	–	–	–	–
Timeworkers	159	8.39	–	–	–	–	6	–	3	15	25	5	14	1	4	18	8	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	351	9.79	–	(3)	(3)	1	7	–	4	3	10	8	9	4	11	5	8	5	–	10	2	6	1	2	3	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] Less than 0.5 percent.
[4] Virtually all timeworkers.
[5] Workers were distributed as follows: 6.5 percent at $22.00 and under $23.00; 4.3 percent at $26.00 and under $27.00; and 4.3 percent at $30.00 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table 17. Occupational earnings distribution: Detroit, Mich.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1962)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			Under 4.00	4.00 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Body repairers[2]	758	$12.53	1	1	(3)	–	1	3	1	2	4	4	6	7	3	2	3	5	3	6	6	8	6	7	2	4	3	2	8
Lubricators	107	7.04	8	–	–	7	26	21	–	6	10	–	–	–	11	–	–	4	–	7	–	–	–	–	–	–	–	–	–
Incentive workers	89	7.17	8	–	–	4	22	25	–	7	12	–	–	–	13	–	–	–	–	8	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman	1,292	12.24	–	–	1	1	1	3	2	3	3	5	4	5	6	3	7	7	4	6	5	8	7	4	5	3	2	2	5
Timeworkers	67	11.56	–	–	–	–	–	–	10	–	–	10	–	10	–	–	–	–	10	21	10	16	–	–	10	–	–	–	5
Incentive workers	1,225	12.28	–	–	1	1	1	3	2	3	3	4	5	4	6	3	7	8	4	5	5	6	7	4	5	3	2	3	2
Mechanics, automotive, service[2]	514	8.68	1	2	2	9	8	3	8	5	14	6	5	6	6	3	4	3	1	2	1	6	1	2	–	–	–	–	–
New-car get-ready workers	129	6.85	–	4	7	29	16	3	–	–	10	–	9	9	4	7	4	–	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	76	5.99	–	7	7	43	17	5	–	–	–	–	9	5	–	7	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	53	8.08	–	–	8	8	13	–	–	–	25	–	8	13	9	8	9	–	–	–	–	–	–	–	–	–	–	–	–
Painters[2]	301	12.48	–	–	–	–	1	2	3	–	7	6	4	4	4	3	3	10	5	3	6	6	6	6	4	4	4	2	4
Parts clerks	536	6.83	7	10	3	8	7	12	7	10	9	6	6	5	1	6	3	1	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	297	5.87	12	16	6	13	8	10	7	9	7	4	4	1	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	239	8.03	–	2	–	2	5	15	6	12	10	8	9	10	2	10	6	2	–	–	–	–	–	–	–	–	–	–	–
Service salesworkers	408	7.86	–	3	2	6	10	9	10	3	4	11	12	10	11	4	1	–	1	1	–	1	1	–	–	–	–	–	–
Timeworkers	69	6.92	–	–	–	17	17	10	10	14	–	10	–	20	–	–	–	–	1	1	–	2	1	–	–	–	–	–	–
Incentive workers	339	8.05	–	4	2	3	8	9	10	1	5	11	14	8	14	4	1	–	1	1	–	2	1	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table 18. Occupational earnings distribution: Indianapolis, Ind.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 and over
Body repairers[2]	204	$9.00	–	–	–	6	4	3	3	10	4	6	4	7	15	8	5	2	5	4	3	[3]	4	[3]	3	1	–	[3]	[3]
Lubricators	22	6.05	–	–	73	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	9	–	–	–	–	9	–	–
Incentive workers	6	11.37	–	–	–	33	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	33	–	–	–	–	33	–	–
Mechanics, automotive, journeyman[2]	403	8.97	3	[3]	2	3	4	5	4	4	3	11	10	5	7	6	3	1	6	3	2	3	2	3	3	1	2	[3]	[3]
Mechanics, automotive, service	90	7.42	2	4	17	9	6	7	7	6	–	9	6	6	3	1	–	2	–	–	1	–	1	4	3	2	–	1	1
Timeworkers	20	4.66	–	–	45	35	–	–	20	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	70	8.21	3	6	9	1	7	9	3	7	–	11	10	7	4	1	–	3	–	–	1	–	1	6	4	3	–	1	1
New-car get-ready workers	55	7.24	–	7	11	5	4	15	7	–	18	–	4	–	4	–	4	7	–	2	–	2	2	–	–	5	–	–	–
Timeworkers	22	4.87	–	18	27	9	–	18	18	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	33	8.82	–	–	–	3	6	12	–	–	30	–	6	–	6	–	6	12	–	3	–	3	3	–	–	9	–	–	–
Painters[2]	58	12.07	–	–	–	–	–	9	3	3	7	–	5	3	3	14	2	2	7	3	–	2	–	3	10	7	2	3	[4] 10
Parts clerks	192	7.00	–	6	1	11	7	9	5	9	10	11	7	10	2	2	4	2	–	–	–	3	–	–	1	–	–	–	–
Timeworkers	52	4.91	–	23	4	35	15	8	–	4	–	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	140	7.78	–	–	–	3	4	10	7	11	14	11	10	14	2	2	5	2	–	–	–	4	–	–	1	–	–	–	–
Service salesworkers	91	8.07	–	–	2	–	4	11	13	2	21	7	7	4	2	8	5	5	1	2	–	–	–	–	2	–	2	–	–
Timeworkers	8	5.32	–	–	25	–	–	75	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	83	8.34	–	–	–	–	5	5	14	2	23	7	7	5	2	8	6	6	1	2	–	–	–	–	2	–	2	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] Less than 0.5 percent.
[4] Workers were distributed as follows: 3.4 percent at $19.00 and under $20.00; 1.7 percent at $21.00 and under $22.00; and 4.9 percent at $23.00 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table 19. Occupational earnings distribution: Kansas City, Mo.-Kans.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			Under 5.00	5.00 and under 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 and over
Body repairers[2]	281	$12.53	–	–	–	1	1	2	6	3	4	3	3	5	6	6	10	6	5	6	10	7	7	1	1	1	2	2	3
Lubricators	43	9.61	–	7	–	9	7	–	12	–	–	16	19	–	7	5	5	5	–	5	–	–	–	–	–	–	–	–	5
Incentive workers	39	9.96	–	6	–	–	8	–	13	–	–	18	21	–	8	5	5	5	–	5	–	–	–	–	–	–	–	–	5
Mechanics, automotive, journeyman[2]	561	10.66	–	–	[3]	2	7	6	7	7	9	6	7	5	7	4	4	3	3	4	2	4	2	2	1	1	2	1	1
Mechanics, automotive, service	44	7.86	14	9	2	–	16	7	16	7	5	7	5	–	–	–	5	–	–	–	5	5	–	–	–	–	–	–	–
Timeworkers	12	7.32	[4] 14	–	–	–	58	–	25	–	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	32	8.07	19	13	3	–	–	9	13	9	–	9	6	–	–	–	6	–	–	–	6	6	–	–	–	–	–	–	–
New-car get-ready workers	54	8.28	11	7	–	–	–	20	20	7	7	–	4	6	–	7	6	–	–	–	–	–	–	–	4	–	–	–	–
Timeworkers	26	6.85	[5] 11	14	–	–	–	29	21	4	–	–	–	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	26	9.62	–	–	–	–	–	12	19	12	15	–	8	–	–	15	12	–	–	–	–	–	–	–	8	–	–	–	–
Painters[2]	43	15.59	–	–	–	5	–	5	–	–	–	7	–	5	–	7	–	–	5	–	–	21	9	7	–	–	16	–	[6] 14
Parts clerks	193	8.19	6	2	2	11	7	19	8	4	6	12	4	6	–	6	–	–	1	–	3	–	2	–	1	–	–	–	–
Timeworkers	95	6.80	13	1	2	20	15	33	11	–	2	–	–	–	–	–	–	–	–	–	4	–	–	–	–	–	–	–	–
Incentive workers	98	9.53	–	3	2	2	–	6	6	7	10	23	8	11	–	12	–	–	2	–	2	–	3	–	1	–	–	–	–
Service salesworkers	146	11.44	–	–	3	–	3	1	3	5	16	10	16	2	1	5	4	5	3	–	1	3	3	3	–	1	2	2	4
Timeworkers	13	8.02	–	–	23	–	–	–	–	23	31	23	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	133	11.78	–	–	2	–	3	2	3	3	17	8	18	2	2	5	5	6	3	–	2	4	3	4	–	2	2	2	5

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] Less than 0.5 percent.
[4] Workers were distributed as follows: 11.4 percent at $4.50 and under $5.00; and 2.3 percent at under $4.50.
[5] All workers were at $4.50 and under $5.00.
[6] Workers were distributed as follows: 4.7 percent at $21.00 and under $22.00; 4.7 percent at $25.00 and under $26.00; and 4.6 percent at $27.00 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table 20. Occupational earnings distribution: Milwaukee, Wisc.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 and over
Body repairers[2]	283	$11.68	–	–	–	(3)	–	1	2	2	3	6	9	8	12	4	7	1	8	6	1	3	2	3	3	2	4	3	11
Lubricators	36	6.44	–	–	11	11	22	–	8	11	8	–	17	–	8	–	–	–	8	–	–	–	–	–	–	–	–	–	–
Timeworkers	14	5.14	–	–	29	–	43	–	–	29	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	22	7.27	–	–	–	18	9	–	14	–	14	–	27	–	9	–	–	–	9	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman[2]	487	11.42	–	–	1	–	–	1	4	1	3	5	5	3	6	7	6	8	8	10	4	3	3	5	2	5	3	4	5
Mechanics, automotive, service	79	7.49	–	–	15	3	5	10	6	10	13	4	15	3	5	1	–	3	–	–	–	–	–	–	–	–	3	3	3
Timeworkers	44	5.86	–	–	27	–	9	16	5	18	9	–	16	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	35	9.54	–	–	–	6	–	3	9	–	17	9	14	6	11	3	–	6	–	–	–	–	–	–	–	–	6	6	6
New-car get-ready workers	85	5.87	4	9	21	12	8	5	–	6	19	2	2	–	7	1	–	–	–	4	–	–	–	–	–	–	–	–	–
Timeworkers	59	5.16	–	10	29	17	8	7	–	7	22	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	26	7.44	12	8	4	–	8	–	–	4	12	8	8	–	23	4	–	–	–	12	–	–	–	–	–	–	–	–	–
Painters[2]	22	11.59	–	–	–	–	–	–	18	–	–	–	–	–	18	9	9	–	9	–	9	–	–	–	–	9	9	–	9
Parts clerks	166	6.62	1	4	4	8	6	12	9	15	11	4	10	2	6	3	1	–	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	76	5.76	3	9	8	13	3	13	11	24	11	–	3	–	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	90	7.34	–	–	–	4	9	11	6	8	12	8	17	4	11	6	2	–	–	–	–	–	–	–	–	–	–	–	–
Service salesworkers	142	8.44	–	3	1	1	–	5	7	17	7	5	6	4	11	6	8	6	1	4	3	1	1	–	–	–	–	–	1
Timeworkers	38	7.15	–	–	–	5	–	16	16	26	5	–	13	–	–	–	16	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	104	8.91	–	4	2	–	–	–	4	13	8	7	3	6	14	11	6	8	2	6	4	1	2	–	–	–	–	–	1

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] Less than 0.5 percent.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 21. Occupational earnings distribution: Minneapolis–St. Paul, Minn.-Wisc.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			Under 5.00	5.00 and under 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 and over
Body repairers[2]	314	$12.92	–	–	–	–	2	–	2	–	2	13	11	6	7	8	5	6	1	3	4	3	2	2	5	4	4	3	9
Lubricators	59	8.05	7	–	–	34	8	10	–	12	–	5	–	6	–	5	–	–	–	6	–	–	–	–	–	–	–	–	2
Timeworkers	31	6.32	13	–	–	58	16	3	–	6	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	28	9.96	–	–	–	7	–	18	–	18	–	7	–	18	–	11	–	–	–	18	–	–	–	–	–	–	–	–	4
Mechanics, automotive, journeyman[2]	622	12.00	–	–	–	–	–	2	1	–	2	16	17	8	3	6	5	5	5	4	5	3	5	2	2	3	3	2	3
Mechanics, automotive, service	72	8.77	–	–	–	–	–	26	11	15	11	11	11	–	–	–	8	3	3	–	–	–	–	–	–	–	–	–	–
Timeworkers	23	7.57	–	–	–	–	–	83	–	4	–	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	49	9.33	–	–	–	–	–	–	16	20	16	10	16	–	–	–	12	4	4	–	–	–	–	–	–	–	–	–	–
New-car get-ready workers	67	8.45	4	–	4	9	6	19	4	4	4	22	1	3	7	–	3	–	3	–	–	–	1	1	–	–	–	–	–
Timeworkers	39	7.10	8	–	8	15	10	28	8	8	8	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	28	10.34	–	–	–	–	–	7	–	–	–	43	4	7	18	–	7	–	7	–	–	–	4	4	–	–	–	–	–
Painters[2]	117	13.49	–	–	–	4	–	–	–	–	–	12	6	7	1	6	5	2	6	9	4	7	–	5	3	3	3	5	11
Parts clerks	295	8.69	–	–	6	–	1	1	3	10	65	7	5	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	206	8.63	–	–	4	–	1	–	4	11	76	1	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	89	8.84	–	–	9	–	–	3	–	7	39	21	12	3	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Service salesworkers	159	10.50	–	–	–	5	–	2	4	19	14	17	1	11	6	7	1	–	6	–	1	1	–	–	1	–	–	–	4
Timeworkers	18	8.38	–	–	–	–	–	–	–	83	11	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	141	10.77	–	–	–	6	–	2	5	11	15	18	1	12	6	8	1	–	7	–	1	1	–	–	1	–	–	–	4

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 22. Occupational earnings distribution: St. Louis, Mo.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			Under 8.00	8.00 and under 8.25	8.25 - 8.50	8.50 - 8.75	8.75 - 9.00	9.00 - 9.25	9.25 - 9.50	9.50 - 9.75	9.75 - 10.00	10.00 - 10.25	10.25 - 10.50	10.50 - 10.75	10.75 - 11.00	11.00 - 11.25	11.25 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 16.00	16.00 - 16.50	16.50 - 17.00	17.00 and over
Body repairers	465	$12.98	–	–	–	–	–	–	–	–	–	1	–	13	25	4	3	4	6	5	5	6	3	5	6	2	3	1	9
Timeworkers	82	10.95	–	–	–	–	–	–	–	–	–	5	–	61	15	15	–	–	–	–	–	–	–	5	–	–	–	–	–
Incentive workers	383	13.41	–	–	–	–	–	–	–	–	–	1	–	3	27	2	4	5	8	6	6	7	3	4	7	2	3	1	11
Lubricators[2]	122	9.79	7	3	–	–	–	–	15	4	4	52	5	2	4	–	2	–	–	–	–	–	2	–	–	–	–	–	–
Mechanics, automotive, journeyman	893	11.70	–	–	[3]	[3]	–	–	–	[3]	[3]	2	–	16	38	6	3	6	8	4	3	4	2	1	2	2	[3]	[3]	2
Timeworkers	105	11.05	–	–	–	–	–	–	–	–	–	8	–	60	6	11	–	4	–	–	4	4	4	–	–	–	–	–	–
Incentive workers	788	11.78	–	–	[3]	[3]	–	–	–	1	[3]	1	–	11	42	5	4	6	9	4	3	4	1	2	3	2	1	[3]	2
New-car get-ready workers[4]	125	10.16	4	2	6	3	–	3	–	6	8	10	–	6	42	6	2	–	2	–	–	–	–	–	–	–	–	–	–
Painters	13	12.71	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	31	54	–	–	–	–	–	–	–	15	–	–
Parts clerks[2]	310	10.47	4	–	1	–	–	[3]	–	9	8	8	5	1	46	7	4	6	1	–	–	–	–	–	–	–	–	–	–
Service salesworkers[2]	190	10.95	–	2	–	–	–	–	–	–	–	4	–	6	59	13	2	12	–	–	–	1	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] Less than 0.5 percent.
[4] Virtually all time workers.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 23. Occupational earnings distribution: Denver-Boulder, Colo.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			Under 5.00	5.00 and under 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 and over
Body repairers[2]	193	$13.71	–	–	–	–	–	–	1	2	6	4	9	2	5	4	7	6	2	5	3	16	6	3	10	–	3	7	1
Lubricators[2]	30	10.60	10	3	–	3	–	3	10	3	3	–	–	3	–	7	[3]	23	–	–	17	–	10	–	–	–	–	–	–
Mechanics, automotive, journeyman[2]	711	11.74	1	1	1	3	3	3	4	5	6	5	4	4	7	6	5	4	2	3	7	7	8	2	1	1	2	[3]	3
Mechanics, automotive, service[2]	107	10.43	5	7	1	3	–	7	2	1	12	11	1	3	2	8	2	3	13	5	–	–	6	3	3	–	3	–	–
New-car get-ready workers	93	7.41	[4] 22	10	6	13	2	9	1	11	1	1	6	1	–	3	4	–	–	2	2	2	2	–	1	–	–	–	–
Timeworkers	28	5.96	36	4	7	–	–	25	–	29	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	65	8.04	15	12	6	18	3	2	2	3	2	2	9	2	–	5	6	–	–	3	3	3	3	–	2	–	–	–	[5] 13
Painters[2]	55	16.49	–	–	–	–	–	–	5	–	–	–	4	–	5	–	5	2	–	–	2	7	5	27	15	9	–	–	–
Parts clerks	323	8.31	6	1	6	10	11	12	9	9	5	5	2	6	5	1	2	1	[3]	3	5	1	[3]	–	–	–	–	–	–
Timeworkers	23	6.48	9	9	26	26	–	–	9	13	–	–	4	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	300	8.45	6	[3]	4	8	12	13	9	9	6	5	2	6	5	1	3	1	[3]	3	5	1	[3]	–	–	–	–	–	–
Service salesworkers[2]	207	10.98	–	–	–	–	4	4	11	4	8	6	3	13	11	5	4	2	3	4	5	6	1	–	[3]	–	[3]	–	4

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] Less than 0.5 percent.
[4] All workers were at $4.50 and under $5.00.
[5] Workers were distributed as follows: 7.3 percent at $21.00 and under $22.00; 1.8 percent at $22.00 and under $23.00; and 3.6 percent at $27.00 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table 24. Occupational earnings distribution: Los Angeles-Long Beach, Calif.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			Under 4.00	4.00 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Body repairers[2]	817	$12.48	–	–	2	[3]	4	2	4	5	3	5	4	6	4	1	5	7	3	2	3	6	5	7	3	4	3	1	[4] 11
Lubricators[2]	194	10.18	–	–	–	4	–	9	2	1	14	2	7	10	4	5	13	7	–	4	–	2	5	6	5	2	–	–	–
Mechanics, automotive, journeyman[2]	3,023	12.39	–	–	[3]	2	1	2	2	3	4	5	4	5	6	5	3	6	6	4	5	8	7	6	4	2	3	3	6
Mechanics, automotive, service	579	9.73	–	–	3	3	1	6	5	9	4	3	14	8	4	9	2	6	2	5	1	4	1	2	3	2	1	1	–
Timeworkers	82	6.63	–	–	–	22	9	30	–	22	–	9	–	–	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	497	10.25	–	–	4	–	–	2	6	7	4	2	16	9	3	11	3	7	2	6	1	5	1	3	4	3	1	1	–
New-car get-ready workers	377	6.02	9	11	11	2	3	6	–	5	10	7	2	7	1	5	2	–	2	6	2	2	2	2	3	2	–	–	–
Timeworkers	236	6.08	14	16	14	3	1	9	–	5	12	12	–	8	–	5	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	139	11.35	1	–	5	–	5	2	–	5	5	–	5	5	2	5	5	–	5	16	5	9	4	6	8	5	–	–	–
Painters[2]	267	13.76	–	–	–	–	–	–	–	2	5	5	7	4	3	5	6	3	2	4	4	4	2	6	15	2	9	3	7
Parts clerks	1,374	9.62	2	[3]	1	2	6	8	6	6	6	3	8	6	8	6	8	7	3	1	5	2	2	2	3	1	1	1	2
Timeworkers	331	7.05	9	1	3	6	13	11	7	14	2	–	11	10	9	2	2	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	1,043	10.44	–	–	–	1	3	7	5	4	7	4	6	5	8	7	7	9	4	2	6	2	2	2	4	1	1	1	2
Service salesworkers[2]	815	12.70	–	–	–	3	2	1	2	1	–	1	1	5	5	9	7	3	7	7	8	13	4	11	1	3	1	[3]	5

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] Less than 0.5 percent.
[4] Workers were distributed as follows: 3.4 percent at $20.00 and under $21.00; 4.2 percent at $21.00 and under $22.00; and 3.0 percent at $23.00 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. For definition of area, see appendix table A-1, footnote 1.

Table 25. Occupational earnings distribution: Phoenix, Ariz.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			4.00 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 and over
Body repairers	188	$11.49	–	–	–	–	3	10	6	4	12	1	5	6	12	3	3	1	2	3	6	3	2	9	1	4	7
Timeworkers	45	7.78	–	–	–	–	–	27	13	11	36	–	–	–	13	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	143	12.66	–	–	–	–	3	5	3	2	4	1	6	8	12	3	4	1	2	3	8	3	3	11	1	6	9
Lubricators	48	6.21	2	15	15	–	15	29	–	8	2	2	2	–	2	2	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	23	5.07	4	30	17	–	17	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	25	7.27	–	–	12	–	12	40	–	16	4	4	4	–	4	4	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman	534	9.85	–	–	1	1	3	5	9	5	7	5	7	7	15	4	9	4	4	3	4	2	2	(2)	1	(2)	(2)
Timeworkers	150	9.73	–	–	–	–	–	–	11	4	3	8	–	5	35	4	26	–	4	–	–	–	–	–	–	–	–
Incentive workers	384	9.89	–	–	1	1	4	7	9	6	9	4	10	8	7	3	3	5	4	4	6	3	3	(2)	2	(2)	(2)
Mechanics, automotive, service	124	8.84	2	–	2	5	13	6	5	6	6	4	11	18	4	4	3	3	1	1	1	2	2	2	–	–	–
Timeworkers	42	8.35	5	–	5	5	7	2	5	–	–	–	29	43	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	82	9.09	1	–	–	5	16	7	5	10	9	6	2	5	6	6	5	5	1	1	1	2	2	4	–	–	–
New-car get-ready workers	66	7.09	9	3	11	6	5	14	8	6	14	5	8	–	3	2	3	–	2	2	–	–	–	–	–	–	–
Timeworkers	40	6.06	15	5	17	10	7	15	–	–	15	2	5	–	2	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	26	9.67	–	–	–	–	–	12	19	15	12	8	12	–	4	4	8	–	4	4	–	–	–	–	–	–	–
Painters	89	11.27	–	–	3	8	1	7	2	6	10	10	8	4	3	4	1	3	1	3	6	2	1	1	3	1	9
Timeworkers	27	7.68	–	–	11	4	–	22	4	4	22	–	22	11	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	62	12.83	–	–	–	10	2	–	2	6	5	15	2	2	5	6	2	5	2	5	8	3	2	2	5	2	13
Parts clerks	224	8.67	2	3	5	7	4	8	7	8	13	7	2	8	5	6	(2)	3	1	2	1	(2)	2	1	3	–	–
Timeworkers	59	7.11	7	10	10	19	10	3	5	2	3	12	–	–	10	–	–	8	–	–	–	–	–	–	–	–	–
Incentive workers	165	9.22	1	1	4	2	2	10	7	11	16	5	3	12	4	8	1	1	1	2	2	1	3	1	4	–	–
Service salesworkers[3]	144	10.99	1	1	1	5	3	1	5	4	8	6	6	6	8	3	3	3	3	8	3	10	2	4	–	3	2

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Less than 0.5 percent.
[3] Virtually all incentive workers.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 26. Occupational earnings distribution: Portland, Oreg.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 16.00	16.00 and over
Body repairers[2]	123	$10.78	–	–	–	–	–	2	–	3	2	16	7	7	2	3	5	9	9	4	–	3	7	2	6	2	5	–	5
Lubricators	59	5.56	–	7	8	14	14	17	15	15	5	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	47	5.61	–	9	6	17	13	11	13	19	6	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	12	5.45	–	–	17	–	17	42	25	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman[2]	508	10.87	–	–	–	–	–	1	2	4	4	4	10	6	7	7	6	7	5	6	9	4	3	2	3	3	1	2	6
Mechanics, automotive, service	79	8.13	–	–	–	3	16	4	19	–	4	4	5	14	4	–	13	4	–	4	–	–	4	–	4	–	–	–	–
Incentive workers	73	8.33	–	–	–	3	14	4	16	–	4	4	5	15	4	–	14	4	–	4	–	–	4	–	4	–	–	–	–
New-car get-ready workers	71	5.56	10	7	4	14	6	27	11	3	–	13	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Timeworkers	53	5.03	13	9	6	19	8	28	8	4	–	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	18	7.13	–	–	–	–	–	22	22	–	–	33	11	11	–	–	–	–	–	–	–	–	–	–	–	–	8	–	[3] 11
Painters[2]	38	11.60	–	–	–	–	–	–	–	–	–	–	–	18	16	13	–	3	5	–	5	11	8	–	–	–	–	–	–
Parts clerks	208	7.93	–	2	3	7	6	3	9	9	11	6	7	7	5	4	6	6	3	2	[4]	3	2	–	–	–	–	–	–
Timeworkers	39	6.54	–	10	10	5	5	5	10	8	5	18	–	15	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Incentive workers	169	8.25	–	–	2	7	6	2	8	9	12	4	8	5	4	5	7	7	4	2	1	4	2	–	–	–	–	–	–
Service salesworkers	123	9.69	–	–	–	–	–	5	14	2	2	8	5	10	2	19	8	2	5	3	2	–	3	2	–	–	3	–	6
Incentive workers	113	10.01	–	–	–	–	–	–	12	3	2	9	5	11	2	20	9	2	5	4	3	–	4	2	–	–	4	–	6

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All or virtually all incentive workers.
[3] All workers were at $17.00 and under $18.00.
[4] Less than 0.5 percent.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 27. Occupational earnings distribution: San Francisco–Oakland, Calif.

(Percent distribution of workers in selected occupations in auto dealer repair shops by straight-time hourly earnings,[1] November 1982)

Occupation	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			8.00 and under 8.25	8.25 - 8.50	8.50 - 8.75	8.75 - 9.00	9.00 - 9.25	9.25 - 9.50	9.50 - 9.75	9.75 - 10.00	10.00 - 10.25	10.25 - 10.50	10.50 - 10.75	10.75 - 11.00	11.00 - 11.25	11.25 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 16.00	16.00 - 16.50	16.50 - 17.00	17.00 and over
Body repairers[2]	501	$14.68	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	44	46	6	1	2	–	1
Lubricators[2]	183	9.60	–	–	–	–	7	41	4	31	16	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mechanics, automotive, journeyman[2]	1,742	14.52	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	[3]	[3]	59	34	5	1	[3]	–	–
Mechanics, automotive, service[2]	24	10.82	–	–	–	–	25	–	4	–	25	–	–	–	–	–	25	–	13	–	8	–	–	–	–	–	–	–
New-car get-ready workers[2]	102	9.78	2	–	–	6	6	12	–	54	8	–	–	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Painters[2]	124	14.76	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	44	43	–	5	9	–	–
Parts clerks[2]	509	11.90	1	–	1	–	–	–	[3]	[3]	1	10	–	2	2	1	30	21	26	1	2	–	–	–	–	–	1	–
Service salesworkers	383	13.58	–	–	5	–	1	–	–	1	–	2	–	2	1	4	3	22	7	5	14	10	8	–	2	3	1	9
Timeworkers	235	12.90	–	–	7	–	1	–	–	1	–	1	–	2	2	–	5	29	–	–	20	14	12	–	–	2	1	2
Incentive workers	147	14.68	–	–	1	–	–	–	–	1	–	4	–	2	–	10	–	12	19	14	4	4	–	–	4	4	–	20

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all time workers.
[3] Less than 0.5 percent.

NOTE: Dashes indicate that no data were reported. For definition of area, see appendix table A-1, footnote 1.

Table 28. Method of wage payment

(Percent of nonsupervisory service workers in auto dealer repair shops by method of wage payment,[1] 24 selected areas,[2] November 1982)

Method	Total, 24 areas	Northeast					South						
		Boston	Nassau-Suffolk	New York	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas-Fort Worth	Houston	Memphis	Miami	Washington
All nonsupervisory service workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers	44	54	44	43	43	55	39	41	37	48	41	45	35
Formal plans	13	3	24	30	2	9	20	35	-	4	-	10	3
Single rate	10	1	12	26	1	9	20	34	-	-	-	-	1
Range of rates	3	2	12	4	1	-	-	1	-	4	-	10	2
Individual rates	31	52	21	14	42	46	19	6	37	43	41	34	32
Incentive workers	56	46	56	57	57	45	61	59	63	52	59	55	65
Individual bonus	3	1	13	7	7	5	2	-	[3]	2	1	-	11
Flat rate hours	31	31	22	33	32	26	33	40	45	35	17	35	21
Flat rate percentage	7	7	3	1	1	7	7	2	1	1	8	3	9
Group bonus or commission	13	9	10	5	14	6	11	16	15	14	33	18	24
Other incentive plans	2	1	7	10	3	1	8	-	[3]	-	-	[3]	[3]

Method	North Central							West				
	Chicago	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver-Boulder	Los Angeles-Long Beach	Phoenix	Portland	San Francisco-Oakland
All nonsupervisory service workers	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers	51	35	35	33	41	40	53	35	33	52	40	95
Formal plans	22	1	6	33	-	24	50	-	[3]	-	-	80
Single rate	14	-	2	33	-	19	18	-	-	-	-	80
Range of rates	8	1	4	-	-	5	32	-	[3]	-	-	-
Individual rates	29	33	28	1	41	16	3	35	33	52	40	15
Incentive workers	49	65	65	67	59	60	47	65	67	48	60	5
Individual bonus	-	[3]	-	1	1	1	-	[3]	[3]	-	1	1
Flat rate hours	28	33	36	52	32	14	47	31	38	33	34	-
Flat rate percentage	12	21	13	-	15	17	-	11	11	1	7	-
Group bonus or commission	8	8	2	13	10	8	-	23	18	14	17	3
Other incentive plans	1	2	15	-	2	19	-	1	-	-	1	-

[1] For definition of method of wage payment, see appendix A.
[2] For definition of areas, see appendix table A-1, footnote 1.
[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 29. Types of incentive payments: Selected occupations

(Percent of workers in auto dealer repair shops paid on an incentive basis,[1] 24 selected areas,[2] November 1982)

Area	Body repairers							Lubricators					Mechanics, automotive, journeyman					Mechanics, automotive, service				
	All incentive workers	Flat-rate percent					Flat-rate hours	All incentive workers	Flat-rate percent			Flat-rate hours	All incentive workers	Flat-rate percent			Flat-rate hours	All incentive workers	Flat-rate percent			Flat-rate hours
		Total[3]	Under 45	45	Over 45 and under 50	50			Total[3]	Under 45	50			Total[3]	Under 45	50			Total[3]	Under 45	50	
Total, 24 areas	88	39	3	9	3	24	47	50	11	4	7	33	88	13	4	7	70	75	20	6	13	53
Northeast																						
Boston	57	35	14	17	–	4	46	18	7	7	–	10	94	4	4	–	87	62	12	12	–	50
Nassau-Suffolk	43	43	–	–	–	29	–	29	29	–	29	–	89	86	–	73	4	41	41	–	34	–
New York	71	69	–	–	–	69	2	56	56	–	56	–	80	79	–	79	1	66	66	–	66	–
Philadelphia	81	–	–	–	–	–	74	22	–	–	–	11	98	–	–	–	89	54	6	–	6	38
Pittsburgh	76	23	6	–	1	13	52	4	–	–	–	–	83	13	9	1	58	32	–	–	–	32
South																						
Atlanta	100	35	–	10	2	22	59	69	17	–	10	41	96	9	–	9	84	83	11	–	11	70
Birmingham	100	6	–	–	–	6	94	59	–	–	–	59	100	6	–	5	88	98	1	–	1	97
Dallas-Fort Worth	100	3	1	2	–	–	97	91	6	6	–	85	100	2	(*)	–	98	100	3	2	–	96
Houston	99	9	–	8	–	1	88	69	2	–	2	60	100	1	–	1	91	82	–	–	–	82
Memphis	100	88	34	44	–	9	13	56	–	–	–	56	97	3	3	–	94	93	29	29	–	64
Miami	100	29	–	9	7	13	71	79	–	–	–	58	100	(*)	–	(*)	100	97	–	–	–	97
Washington	93	60	3	29	5	23	21	58	42	42	–	17	91	11	9	1	65	78	13	13	–	50
North Central																						
Chicago	99	90	3	4	4	79	9	24	–	–	–	24	97	2	(*)	2	95	12	9	9	–	3
Detroit	99	74	6	12	6	48	25	83	22	11	11	50	98	16	4	12	79	98	19	16	1	79
Indianapolis	100	38	4	12	4	18	62	27	9	9	–	18	96	21	10	1	77	78	9	4	–	69
Kansas City	100	–	–	–	–	–	90	91	–	–	–	42	99	–	–	–	91	73	–	–	–	73
Milwaukee	99	48	11	18	2	20	51	61	11	11	–	42	100	17	17	–	79	44	9	9	–	35
Minneapolis-St. Paul	98	96	2	–	–	95	2	47	19	–	19	12	100	2	–	–	39	68	33	–	–	29
St. Louis	83	–	–	–	–	–	83	11	3	3	–	8	90	–	–	–	90	100	–	–	–	100
West																						
Denver-Boulder	100	90	–	33	10	33	10	97	3	3	–	93	99	5	5	–	93	99	37	37	–	61
Los Angeles-Long Beach	97	36	–	11	6	17	62	96	25	10	11	71	99	17	12	1	82	86	20	10	9	66
Phoenix	76	5	–	–	–	5	71	52	–	–	–	52	72	–	–	–	72	66	–	–	–	66
Portland	98	35	11	17	7	–	61	20	–	–	–	10	99	14	9	–	86	92	–	–	–	92
San Francisco-Oakland	4	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table 29. Types of incentive payments: Selected occupations—Continued

(Percent of workers in auto dealer repair shops paid on an incentive basis,[1] 24 selected areas,[2] November 1982)

Area	New-car get-ready workers			Painters						Parts clerks			Service salesworkers			
					Flat-rate percent											
	All incentive workers	Flat-rate percent	Flat-rate hours	All incentive workers	Total[3]	Under 45	45	Over 45 and under 50	50	All incentive workers	Flat-rate percent	Group bonus or commission	All incentive workers	Flat-rate percent	Group bonus or commission	Other incentive
Total, 24 areas	31	2	22	86	37	3	8	3	23	60	4	50	81	7	68	3
Northeast																
Boston	26	–	14	100	14	–	14	–	–	50	–	48	73	2	67	–
Nassau-Suffolk	16	16	–	43	43	–	–	–	11	48	44	5	94	90	4	–
New York	9	9	–	37	34	–	–	–	34	53	53	–	76	69	8	–
Philadelphia	19	–	11	59	–	–	–	–	–	56	–	51	73	–	64	7
Pittsburgh	28	1	15	100	–	–	–	–	–	33	–	28	62	–	39	5
South																
Atlanta	33	–	31	95	34	–	7	7	19	73	–	32	95	3	45	39
Birmingham	15	–	15	100	7	–	–	–	7	72	–	68	92	–	79	–
Dallas-Fort Worth	89	3	86	100	5	3	2	–	–	91	–	90	95	–	95	–
Houston	40	–	35	100	8	–	7	–	1	92	–	92	92	–	92	–
Memphis	12	–	12	71	56	24	27	–	5	84	–	81	100	–	100	–
Miami	41	–	40	98	19	–	9	–	7	87	–	87	98	–	98	–
Washington	26	1	14	85	44	–	21	–	19	82	–	57	95	–	80	–
North Central																
Chicago	15	4	–	98	91	11	9	–	72	37	4	33	69	–	66	3
Detroit	41	7	34	100	85	7	13	9	56	45	–	45	83	–	83	–
Indianapolis	60	–	45	97	31	7	10	–	14	73	–	10	91	–	7	85
Kansas City	48	–	37	100	–	–	–	–	–	51	–	49	91	–	80	–
Milwaukee	31	4	15	100	36	27	9	–	–	56	–	52	75	–	70	–
Minneapolis-St. Paul	42	6	24	96	93	–	3	–	91	30	–	30	89	–	87	1
St. Louis	–	–	–	54	–	–	–	–	–	–	–	–	3	–	–	–
West																
Denver-Boulder	70	11	48	100	84	–	29	9	40	93	–	93	96	–	96	–
Los Angeles-Long Beach	37	–	28	95	30	–	5	10	15	76	–	73	97	–	97	–
Phoenix	39	–	39	70	7	–	–	–	7	74	–	74	98	–	98	–
Portland	25	–	21	100	21	5	16	–	–	81	–	81	92	–	92	–
San Francisco-Oakland	–	–	–	5	–	–	–	–	–	1	–	1	38	–	38	–

[1] For definition of types of incentive plans, see appendix A.
[2] For definitions of areas, see appendix table A-1, footnote 1.
[3] Includes percent arrangements not shown separately.
[4] Less than 0.5 percent.

NOTE: Dashes indicate that no data were reported. Overall data may include incentive plans not shown separately.

Table 30. Scheduled weekly hours

(Percent of nonsupervisory service workers in auto dealer repair shops by scheduled weekly hours,[1] 24 selected areas,[2] November 1982)

Weekly hours	Total, 24 areas	Northeast					South						
		Boston	Nassau-Suffolk	New York	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas-Fort Worth	Houston	Memphis	Miami	Washington
All nonsupervisory service workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 37.5 hours	[3]	–	–	–	–	–	–	–	–	–	–	–	–
40 hours	62	66	100	100	76	85	61	82	46	90	73	95	70
42 hours	1	–	–	–	5	–	–	–	1	2	–	–	1
42.5 hours	3	6	–	–	3	9	10	5	7	–	15	–	5
43 hours	[3]	1	–	–	3	–	–	–	–	–	–	–	–
43.75 hours	[3]	2	–	–	–	–	–	–	–	–	–	–	–
44 hours	4	11	–	–	3	3	–	–	9	–	7	–	–
44.5 hours	[3]	–	–	–	4	–	3	–	–	–	–	–	–
45 hours	8	12	–	–	6	–	23	12	33	8	5	5	24
46 hours and over	1	–	–	–	–	3	3	–	4	–	–	–	–

Weekly hours	North Central							West				
	Chicago	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver-Boulder	Los Angeles-Long Beach	Phoenix	Portland	San Francisco-Oakland
All nonsupervisory service workers	100	100	100	100	100	100	100	100	100	100	100	100
Under 37.5 hours	–	–	–	–	–	2	–	–	–	–	–	–
40 hours	98	71	78	100	100	96	100	53	87	80	94	100
42 hours	–	5	–	–	–	–	–	–	–	12	–	–
42.5 hours	–	–	–	–	–	–	–	23	–	–	–	–
43 hours	–	3	4	–	–	–	–	–	–	–	–	–
43.75 hours	–	–	–	–	–	–	–	2	–	–	–	–
44 hours	2	5	8	–	–	–	–	2	12	–	6	–
44.5 hours	–	–	–	–	–	–	–	–	–	–	–	–
45 hours	–	14	10	–	–	2	–	13	1	8	–	–
46 hours and over	–	3	–	–	–	–	–	7	–	–	–	–

[1] Data relate to the predominant schedule for full-time day-shift workers in each establishment.
[2] For definition of areas, see appendix table A-1, footnote 1.
[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

Table 31. Paid holidays

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid holidays, 24 selected areas,[1] November 1982)

Number of paid holidays	Total, 24 areas	Northeast					South						
		Boston	Nassau-Suffolk	New York	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas-Fort Worth	Houston	Memphis	Miami	Washington
All nonsupervisory service workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	98	100	100	100	100	100	95	92	99	100	98	96	100
No full days, but 1 or more half days	6	–	–	–	–	–	44	5	–	17	38	30	–
3 days	[2]	–	–	–	–	–	–	–	–	–	–	–	–
5 days	13	–	–	–	–	–	29	87	90	59	59	25	–
5 days plus 1 or more half days	[2]	–	–	–	–	–	–	–	–	–	–	–	–
6 days	40	–	4	3	58	34	12	–	2	16	–	35	95
6 days plus 1 or more half days	3	–	–	3	7	10	–	–	–	4	–	–	–
7 days	4	1	8	7	8	26	9	–	3	–	–	5	5
7 days plus 1 or more half days	1	1	2	–	8	7	–	–	–	–	–	–	–
8 days	5	22	5	13	8	8	–	–	4	4	–	–	–
8 days plus 1 or more half days	[2]	2	2	–	–	–	–	–	–	–	–	–	–
9 days	14	53	7	5	7	8	–	–	–	–	–	–	–
9 days plus 1 or more half days	1	7	3	3	–	3	–	–	–	–	–	–	–
10 days	6	12	20	10	4	2	–	–	–	–	–	–	–
10 days plus 1 or more half days	[2]	2	6	2	–	–	–	–	–	–	–	–	–
11 days	3	–	39	41	–	3	–	–	–	–	–	–	–
11 days plus 1 or more half days	[2]	–	–	–	–	–	–	–	–	–	–	–	–
12 days	1	–	4	11	–	–	–	–	–	–	–	–	–
13 days or more	[2]	–	–	4	–	–	–	–	–	–	–	–	–

Number of paid holidays	North Central							West				
	Chicago	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver-Boulder	Los Angeles-Long Beach	Phoenix	Portland	San Francisco-Oakland
All nonsupervisory service workers	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	96	98	100	100	100	100	71	100	100	92	100
No full days, but 1 or more half days	–	–	–	11	–	–	2	35	–	–	–	–
3 days	–	–	–	–	–	–	–	–	–	–	3	–
5 days	–	–	–	–	–	–	–	–	–	–	10	–
5 days plus 1 or more half days	–	–	–	–	–	–	–	–	2	–	–	–
6 days	7	87	70	86	91	7	–	31	78	97	67	–
6 days plus 1 or more half days	2	1	17	–	5	–	–	4	11	3	8	–
7 days	3	4	11	3	–	3	–	–	3	–	4	2
7 days plus 1 or more half days	–	4	–	–	–	–	–	–	3	–	–	–
8 days	21	–	–	–	3	5	–	–	3	–	–	3
8 days plus 1 or more half days	–	–	–	–	–	2	–	–	–	–	–	–
9 days	66	–	–	–	–	83	98	–	–	–	–	1
9 days plus 1 or more half days	–	–	–	–	–	–	–	–	–	–	–	–
10 days	1	–	–	–	–	–	–	–	–	–	–	79
10 days plus 1 or more half days	–	–	–	–	–	–	–	–	–	–	–	–
11 days	–	–	–	–	–	–	–	–	–	–	–	11
11 days plus 1 or more half days	–	–	–	–	–	–	–	–	–	–	–	1
12 days	–	–	–	–	–	–	–	–	–	–	–	2
13 days or more	–	–	–	–	–	–	–	–	–	–	–	–

[1] For definition of areas, see appendix table A-1, footnote 1.
[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 32. Paid vacations

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 24 selected areas,[1] November 1982)

Vacation policy	Total, 24 areas	Northeast					South						
		Boston	Nassau-Suffolk	New York	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas-Fort Worth	Houston	Memphis	Miami	Washington
All nonsupervisory service workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment													
Workers in establishments providing paid vacations	100	100	100	100	100	100	98	97	100	100	100	100	100
Length-of-time payment	79	65	100	100	66	100	73	87	97	98	84	89	54
Percentage payment	18	35	–	–	30	–	6	–	–	–	6	–	39
Flat sum	3	–	–	–	5	–	19	10	3	2	10	11	8
Amount of vacation pay[2]													
After 1 year of service:													
Under 1 week	4	3	–	–	5	–	21	10	–	7	13	9	4
1 week	87	55	90	81	91	91	69	82	95	91	84	84	80
Over 1 and under 2 weeks	1	4	4	–	–	–	–	–	–	–	3	2	–
2 weeks	7	37	5	19	4	6	2	5	5	1	–	5	12
Over 2 and under 3 weeks	(3)	–	–	–	–	–	3	–	–	–	–	–	–
3 weeks	(3)	–	–	–	–	–	3	–	–	–	–	–	–
After 2 years of service:													
Under 1 week	1	–	–	–	–	–	10	5	–	2	10	–	4
1 week	20	6	6	2	48	41	21	12	44	17	18	39	11
Over 1 and under 2 weeks	2	–	–	–	–	8	14	6	–	–	2	2	–
2 weeks	75	90	94	96	52	51	47	75	56	81	66	60	85
Over 2 and under 3 weeks	(3)	4	–	–	–	–	3	–	–	–	3	–	–
3 weeks	(3)	–	–	2	–	–	–	–	–	–	–	–	–
Over 3 and under 4 weeks	(3)	–	–	–	–	–	–	–	–	–	–	–	–
4 weeks	(3)	–	–	–	–	–	3	–	–	–	–	–	–
After 3 years of service:													
Under 1 week	1	–	–	–	–	–	10	5	–	2	10	–	4
1 week	7	1	1	2	19	14	6	11	16	9	4	13	2
Over 1 and under 2 weeks	1	–	–	–	–	8	14	6	–	–	2	2	–
2 weeks	88	94	97	96	81	74	61	75	84	88	79	80	87
Over 2 and under 3 weeks	1	4	–	–	–	4	3	–	–	–	3	–	3
3 weeks	1	–	2	2	–	–	–	–	–	–	–	5	–
Over 3 and under 4 weeks	(3)	–	–	–	–	–	–	–	–	–	–	–	–
4 weeks	(3)	–	–	–	–	–	3	–	–	–	–	–	4
After 4 years of service:													
Under 1 week	1	–	–	–	–	–	10	5	–	2	10	–	–
1 week	6	1	1	2	14	14	6	11	16	9	4	9	6
Over 1 and under 2 weeks	2	–	–	–	–	8	14	6	–	–	2	6	–
2 weeks	86	93	97	96	83	74	61	75	84	88	79	80	87
Over 2 and under 3 weeks	1	4	–	–	2	4	3	–	–	–	3	–	3
3 weeks	1	1	2	2	–	–	–	–	–	–	–	5	–
Over 3 and under 4 weeks	(3)	–	–	–	–	–	–	–	–	–	–	–	–
4 weeks	(3)	–	–	–	–	–	3	–	–	–	–	–	4
After 5 years of service:													
Under 1 week	1	–	–	–	–	–	10	5	–	–	10	–	–
1 week	4	1	1	–	5	–	6	5	9	7	4	9	4
Over 1 and under 2 weeks	1	–	–	–	–	8	14	6	–	–	2	6	–
2 weeks	79	75	71	80	87	80	55	73	91	83	73	65	82
Over 2 and under 3 weeks	1	4	–	–	2	–	6	–	–	–	3	–	3
3 weeks	12	17	26	20	6	12	4	8	–	9	6	20	7
4 weeks	1	–	2	–	–	–	3	–	–	–	–	–	4

See footnotes at end of table.

Table 32. Paid vacations—Continued

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 24 selected areas,[1] November 1982)

Vacation policy	Total, 24 areas	Northeast					South						
		Boston	Nassau-Suffolk	New York	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas-Fort Worth	Houston	Memphis	Miami	Washington
Amount of vacation pay[2]—Continued													
After 10 years of service:													
Under 1 week	1	–	–	–	–	–	8	5	–	–	10	–	–
1 week	3	1	1	–	–	–	6	5	7	7	4	9	4
Over 1 and under 2 weeks	1	–	–	–	5	–	12	–	–	–	2	6	–
2 weeks	46	49	17	11	44	38	44	75	86	72	58	45	62
Over 2 and under 3 weeks	(3)	–	–	–	–	2	3	–	–	–	–	–	–
3 weeks	43	42	72	78	51	54	20	12	8	21	22	40	30
Over 3 and under 4 weeks	(3)	4	2	–	–	–	–	–	–	–	3	–	–
4 weeks	3	3	4	11	–	5	5	–	–	–	–	–	4
5 weeks	(3)	–	3	–	–	–	–	–	–	–	–	–	–
After 12 years of service:													
Under 1 week	1	–	–	–	–	–	8	5	–	–	10	–	–
1 week	3	1	1	–	–	–	6	5	7	7	4	9	4
Over 1 and under 2 weeks	1	–	–	–	5	–	12	–	–	–	2	6	–
2 weeks	46	49	15	11	40	38	44	75	86	70	50	45	61
Over 2 and under 3 weeks	(3)	–	–	–	–	3	3	–	–	–	–	–	–
3 weeks	44	42	75	78	55	50	20	12	8	23	29	40	31
Over 3 and under 4 weeks	1	4	2	–	–	4	–	–	–	–	3	–	–
4 weeks	3	3	4	11	–	8	5	–	–	–	–	–	4
5 weeks	(3)	–	3	–	–	–	–	–	–	–	–	–	–
After 15 years of service:													
Under 1 week	1	–	–	–	–	–	8	5	–	–	10	–	–
1 week	3	1	1	–	–	–	6	5	7	7	4	9	4
Over 1 and under 2 weeks	1	–	–	–	5	–	12	–	–	–	2	6	–
2 weeks	40	47	15	9	32	32	44	75	79	70	36	45	56
Over 2 and under 3 weeks	(3)	–	–	–	–	–	3	–	–	–	–	–	–
3 weeks	43	41	60	75	57	43	20	12	15	23	43	40	33
Over 3 and under 4 weeks	1	4	–	–	–	4	–	–	–	–	3	–	–
4 weeks	10	6	12	15	6	21	5	–	–	–	–	–	4
Over 4 and under 5 weeks	(3)	–	–	–	–	–	–	–	–	–	–	–	–
5 weeks	(3)	–	3	–	–	–	–	–	–	–	–	–	–
6 weeks	(3)	–	–	–	–	–	–	–	–	–	–	–	3
After 20 years of service:[4]													
Under 1 week	1	–	–	–	–	–	8	5	–	–	10	–	–
1 week	3	1	1	–	–	–	6	5	7	7	4	9	4
Over 1 and under 2 weeks	1	–	–	–	5	–	12	–	–	–	2	6	–
2 weeks	40	47	15	9	32	32	44	75	79	70	36	45	56
Over 2 and under 3 weeks	(3)	–	–	–	–	–	3	–	–	–	–	–	–
3 weeks	33	41	66	70	46	31	20	12	15	20	43	35	33
Over 3 and under 4 weeks	(3)	–	–	–	–	–	–	–	–	–	3	–	–
4 weeks	20	6	14	21	15	37	5	–	–	3	–	5	4
Over 4 and under 5 weeks	(3)	4	–	–	–	–	–	–	–	–	–	–	–
5 weeks	(3)	–	3	–	2	–	–	–	–	–	–	–	–
Over 5 and under 6 weeks	(3)	–	–	–	–	–	–	–	–	–	–	–	–
6 weeks	(3)	–	–	–	–	–	–	–	–	–	–	–	3
7 weeks	(3)	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table 32. Paid vacations—Continued

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 24 selected areas,[1] November 1982)

Vacation policy	North Central							West				
	Chicago	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver-Boulder	Los Angeles-Long Beach	Phoenix	Portland	San Francisco-Oakland
All nonsupervisory service workers	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment												
Workers in establishments providing paid vacations	100	99	100	100	100	100	100	100	100	100	100	100
Length-of-time payment	100	48	24	100	100	100	100	97	55	68	53	95
Percentage payment	–	43	76	–	–	–	–	–	45	32	47	5
Flat sum	–	7	–	–	–	–	–	3	–	–	–	–
Amount of vacation pay[2]												
After 1 year of service:												
Under 1 week	–	2	9	–	–	–	–	3	10	–	–	–
1 week	98	82	91	96	98	89	100	90	85	88	95	98
Over 1 and under 2 weeks	–	–	–	–	–	3	–	–	1	–	–	–
2 weeks	2	8	–	3	2	8	–	2	4	12	5	2
Over 2 and under 3 weeks	–	–	–	–	–	–	–	6	–	–	–	–
3 weeks	–	–	–	–	–	–	–	–	–	–	–	–
After 2 years of service:												
Under 1 week	–	–	5	–	–	–	–	–	2	–	–	–
1 week	5	10	28	76	11	2	100	20	7	12	25	1
Over 1 and under 2 weeks	–	–	–	–	3	3	–	2	3	–	6	–
2 weeks	95	82	66	22	85	95	–	72	88	88	69	99
Over 2 and under 3 weeks	–	–	–	–	–	–	–	–	–	–	–	–
3 weeks	–	–	–	–	–	–	–	–	–	–	–	–
Over 3 and under 4 weeks	–	–	–	–	–	–	–	6	–	–	–	–
4 weeks	–	–	–	–	–	–	–	–	–	–	–	–
After 3 years of service:												
Under 1 week	–	–	–	–	–	–	–	–	2	–	–	–
1 week	–	8	14	3	5	2	3	9	7	4	–	1
Over 1 and under 2 weeks	–	–	5	–	3	–	–	2	2	–	6	–
2 weeks	100	81	80	97	92	95	97	83	86	96	94	99
Over 2 and under 3 weeks	–	–	–	–	–	3	–	1	1	–	–	–
3 weeks	–	3	1	–	–	–	–	–	2	–	–	–
Over 3 and under 4 weeks	–	–	–	–	–	–	–	6	–	–	–	–
4 weeks	–	–	–	–	–	–	–	–	–	–	–	–
After 4 years of service:												
Under 1 week	–	–	–	–	–	–	–	–	2	–	–	–
1 week	–	5	14	3	2	2	3	9	7	4	–	1
Over 1 and under 2 weeks	–	–	5	–	3	–	–	–	2	–	6	–
2 weeks	100	83	80	97	92	95	97	84	86	92	94	99
Over 2 and under 3 weeks	–	–	–	–	3	3	–	1	1	4	–	–
3 weeks	–	3	1	–	–	–	–	–	2	–	–	–
Over 3 and under 4 weeks	–	–	–	–	–	–	–	6	–	–	–	–
4 weeks	–	–	–	–	–	–	–	–	–	–	–	–
After 5 years of service:												
Under 1 week	–	–	–	–	–	–	–	–	2	–	–	–
1 week	–	5	8	3	2	–	–	9	7	4	–	–
Over 1 and under 2 weeks	–	–	5	–	–	–	–	–	2	–	6	–
2 weeks	88	71	77	97	80	94	100	81	79	86	86	37
Over 2 and under 3 weeks	–	–	–	–	6	3	–	1	1	4	–	–
3 weeks	12	15	9	–	11	3	–	4	9	6	8	63
4 weeks	–	–	–	–	–	–	–	6	–	–	–	–

See footnotes at end of table.

Table 32. Paid vacations—Continued

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 24 selected areas,[1] November 1982)

Vacation policy	North Central							West				
	Chicago	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver-Boulder	Los Angeles-Long Beach	Phoenix	Portland	San Francisco-Oakland
Amount of vacation pay[2]—Continued												
After 10 years of service:												
Under 1 week	–	–	–	–	–	–	–	–	2	–	–	–
1 week	–	2	8	3	–	–	–	6	7	4	–	–
Over 1 and under 2 weeks	–	–	–	–	–	–	–	3	2	–	–	–
2 weeks	13	34	42	90	27	5	97	72	58	67	70	–
Over 2 and under 3 weeks	–	–	5	–	3	–	–	–	1	–	–	–
3 weeks	81	48	43	8	67	92	3	13	30	29	30	96
Over 3 and under 4 weeks	–	–	–	–	3	3	–	1	–	–	–	–
4 weeks	6	7	1	–	–	–	–	–	–	–	–	4
5 weeks	–	–	–	–	–	–	–	6	–	–	–	–
After 12 years of service:												
Under 1 week	–	–	–	–	–	–	–	–	2	–	–	–
1 week	–	2	8	3	–	–	–	6	7	4	–	–
Over 1 and under 2 weeks	–	–	–	–	–	–	–	3	2	–	–	–
2 weeks	12	34	42	87	24	2	97	72	55	67	68	–
Over 2 and under 3 weeks	–	–	5	–	3	–	–	–	1	–	–	–
3 weeks	82	48	43	10	70	96	3	13	33	29	32	96
Over 3 and under 4 weeks	–	–	–	–	3	3	–	–	–	–	–	4
4 weeks	6	7	1	–	–	–	–	1	–	–	–	–
5 weeks	–	–	–	–	–	–	–	6	–	–	–	–
After 15 years of service:												
Under 1 week	–	–	–	–	–	–	–	–	2	–	–	–
1 week	–	2	8	3	–	–	–	6	7	4	–	–
Over 1 and under 2 weeks	–	–	–	–	–	–	–	3	2	–	–	–
2 weeks	12	30	42	28	20	2	–	72	54	60	54	–
Over 2 and under 3 weeks	–	–	5	–	3	–	–	–	1	–	–	–
3 weeks	20	49	43	70	70	96	100	13	34	36	46	83
Over 3 and under 4 weeks	–	–	–	–	3	3	–	–	–	–	–	17
4 weeks	67	11	1	–	3	–	–	–	–	–	–	–
Over 4 and under 5 weeks	–	–	–	–	–	–	–	1	–	–	–	–
5 weeks	–	–	–	–	–	–	–	–	–	–	–	–
6 weeks	–	–	–	–	–	–	–	6	–	–	–	–
After 20 years of service:[4]												
Under 1 week	–	–	–	–	–	–	–	–	2	–	–	–
1 week	–	2	8	3	–	–	–	6	7	4	–	–
Over 1 and under 2 weeks	–	–	–	–	–	–	–	3	2	–	–	–
2 weeks	12	28	42	28	20	2	–	72	54	60	54	–
Over 2 and under 3 weeks	–	–	5	–	3	–	–	–	1	–	–	–
3 weeks	18	40	43	65	65	16	3	13	34	25	46	40
Over 3 and under 4 weeks	–	–	–	–	3	–	–	–	–	–	–	–
4 weeks	70	19	1	4	8	80	97	–	–	11	–	60
Over 4 and under 5 weeks	–	–	–	–	–	3	–	–	–	–	–	–
5 weeks	–	3	–	–	–	–	–	–	–	–	–	–
Over 5 and under 6 weeks	–	–	–	–	–	–	–	1	–	–	–	–
6 weeks	–	–	–	–	–	–	–	–	–	–	–	–
7 weeks	–	–	–	–	–	–	–	6	–	–	–	–

[1] For definition of areas, see appendix table A-1, footnote 1.

[2] Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 10 years may include changes that occurred between 5 and 10 years.

[3] Less than 0.5 percent.

[4] Vacation provisions were virtually the same after longer periods of service.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 33. Health, insurance, and retirement plans

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for specified health, insurance, and retirement plans,[1] 24 selected areas,[2] November 1982)

Type of plan	Total, 24 areas	Northeast					South						
		Boston	Nassau-Suffolk	New York	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas-Fort Worth	Houston	Memphis	Miami	Washington
All nonsupervisory service workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance	90	74	100	97	80	90	88	97	91	85	88	95	86
Noncontributory plans	62	30	100	93	71	82	64	61	45	48	34	65	24
Accidental death and dismemberment insurance	79	61	91	81	67	79	80	94	91	59	56	81	66
Noncontributory plans	56	30	91	78	61	72	58	61	45	37	22	60	22
Sickness and accident insurance or sick leave or both[3]	68	90	98	99	92	75	66	19	32	44	69	41	73
Sickness and accident insurance	45	42	47	64	45	73	44	19	19	14	23	17	54
Noncontributory plans	32	12	47	64	41	71	24	14	5	5	6	17	12
Sick leave (full pay, no waiting period)	33	79	96	98	69	19	33	5	15	35	17	38	38
Sick leave (partial pay or waiting period)	8	–	–	1	7	–	3	–	3	–	43	3	11
Long-term disability insurance	11	9	3	23	15	13	17	14	15	–	–	–	15
Noncontributory plans	8	7	3	21	15	13	10	14	3	–	–	–	2
Hospitalization insurance	98	100	100	100	100	100	98	97	98	96	100	95	96
Noncontributory plans	63	20	100	96	92	81	58	46	46	54	22	64	22
Surgical insurance	96	100	100	100	100	100	98	97	96	96	100	95	96
Noncontributory plans	63	20	100	96	92	81	58	46	46	54	22	64	22
Medical insurance	96	100	100	100	100	100	92	97	98	96	100	89	96
Noncontributory plans	63	20	100	96	92	81	52	46	46	54	22	64	22
Major medical insurance	96	100	91	97	96	100	96	97	96	96	100	95	96
Noncontributory plans	62	20	91	93	87	81	58	46	46	54	22	64	22
Retirement plans[4]	49	29	69	72	61	68	24	36	34	30	20	31	27
Pensions	47	29	69	72	61	65	20	36	32	11	20	31	27
Noncontributory plans	36	22	69	70	49	29	8	7	28	4	20	9	11
Severance pay	3	–	–	–	–	7	8	–	2	24	–	16	–

Type of plan	North Central							West				
	Chicago	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver-Boulder	Los Angeles-Long Beach	Phoenix	Portland	San Francisco-Oakland
All nonsupervisory service workers	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:												
Life insurance	96	79	92	93	78	100	100	89	96	97	96	100
Noncontributory plans	77	37	40	93	31	97	100	39	70	65	50	100
Accidental death and dismemberment insurance	93	74	92	85	57	94	97	52	87	90	94	98
Noncontributory plans	74	33	37	85	29	94	97	28	63	58	48	98
Sickness and accident insurance or sick leave or both[3]	77	63	89	78	56	87	97	51	43	49	56	94
Sickness and accident insurance	77	60	72	68	44	84	97	30	7	7	38	83
Noncontributory plans	69	27	33	68	10	84	97	15	2	3	20	83
Sick leave (full pay, no waiting period)	9	5	56	7	6	3	–	25	37	40	21	15
Sick leave (partial pay or waiting period)	–	3	–	3	6	–	97	10	4	6	3	33
Long-term disability insurance	9	6	3	–	–	4	94	3	7	5	–	5
Noncontributory plans	4	2	–	–	–	3	94	–	5	5	–	5
Hospitalization insurance	97	100	100	100	100	100	100	98	99	93	100	100

See footnotes at end of table.

Table 33. Health, insurance, and retirement plans—Continued

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for specified health, insurance, and retirement plans,[1] 24 selected areas,[2] November 1982)

Type of plan	North Central							West				
	Chicago	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver-Boulder	Los Angeles-Long Beach	Phoenix	Portland	San Francisco-Oakland
Workers in establishments providing:												
Noncontributory plans	79	41	38	100	29	97	100	39	71	65	50	100
Surgical insurance	97	100	100	100	100	100	100	98	99	93	100	100
Noncontributory plans	79	41	38	100	29	97	100	39	71	65	50	100
Medical insurance	97	100	100	100	100	100	100	98	99	93	100	100
Noncontributory plans	79	41	38	100	29	97	100	39	71	65	50	100
Major medical insurance	97	94	100	100	100	100	100	98	99	100	100	100
Noncontributory plans	79	39	38	100	29	97	100	39	71	69	50	100
Retirement plans[4]	74	45	33	57	32	92	100	32	28	52	59	97
Pensions	74	45	33	57	32	92	100	32	27	52	56	97
Noncontributory plans	64	11	6	57	19	88	100	29	23	43	24	97
Severance pay	–	–	–	–	–	–	–	–	6	–	3	–

[1] Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

[2] For definition of areas, see appendix table A-1, footnote 1.

[3] Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

[4] Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Dashes indicate that no data were reported.

Table 34. Other selected benefits

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for selected benefits,[1] 24 selected areas,[2] November 1962)

Benefit	Total, 24 areas	Northeast					South						
		Boston	Nassau-Suffolk	New York	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas-Fort Worth	Houston	Memphis	Miami	Washington
Workers in establishments with provisions for:													
Funeral leave	31	12	–	7	33	14	61	5	37	48	65	86	20
Jury-duty leave	(3)	–	–	–	–	–	–	3	–	–	–	–	–
Employer provides:													
Uniforms	1	–	–	–	1	–	3	4	–	2	–	–	–
Cleaning	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Uniforms and cleaning	36	18	100	100	90	84	16	15	19	26	–	7	7
Monetary allowance for uniforms and cleaning	59	82	–	–	8	16	78	69	68	65	79	93	90

Benefit	North Central							West				
	Chicago	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver-Boulder	Los Angeles-Long Beach	Phoenix	Portland	San Francisco-Oakland
Workers in establishments with provisions for:												
Funeral leave	15	58	40	33	30	8	6	55	50	–	13	–
Jury-duty leave	–	4	–	–	–	–	–	–	–	–	5	–
Employer provides:												
Uniforms	–	–	4	–	3	–	–	–	7	7	–	–
Cleaning	–	–	–	–	–	–	–	–	1	–	–	–
Uniforms and cleaning	13	29	16	10	52	17	3	4	51	21	48	68
Monetary allowance for uniforms and cleaning	85	67	78	90	38	83	97	96	38	72	45	29

NOTE: Dashes indicate that no data were reported.

[1] For definition of items, see appendix A.
[2] For definition of areas, see appendix table A-1, footnote 1.
[3] Less than 0.5 percent.

Appendix A. Scope and Method of Survey

Scope of survey

The survey included the repair departments of establishments engaged primarily in selling new, or new and used automobiles (SIC 5511 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Establishments primarily selling trucks and used cars and general automobile repair shops were not included.

Establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists. Table A-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

Method of study

Data were obtained by personal visits of the Bureau's field representatives to a probability-based sample of establishments within the scope of the survey. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, each establishment was given an appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

Establishment definition

An establishment is defined for this study as all outlets of a company operating within the metropolitan area.

Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment.

Nonsupervisory service workers

The term "nonsupervisory service workers" includes working supervisors and nonsupervisory workers in all departments except the office and auto sales. Included are workers in departments such as repair, service, and parts.

Occupational classification

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The criteria for selection of the occupations were: The number of workers in the occupation; the usefulness of the data in collective bargaining; and appropriate representation of the entire job scale in the industry. Supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations.

Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems, and cost-of-living bonuses were included as part of the workers' regular pay. Nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly rates or earnings for each occupation or category of workers were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing straight-time salary by normal (or standard) hours to which the salary corresponds. Some repair shops in the study were unable to provide normal (or standard) hours data for their employees. In those cases, an estimate of the hours was used to obtain the hourly earnings.

Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. An experienced worker occasionally may be paid above or below the single

Table A-1. Estimated number of establishments and employees within scope of survey and number studied, auto dealer repair shops, November 1982

Region and area[1]	Number of establishments[2]		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Total actually studied[3]
			Total[4]	Nonsupervisory service workers	
Total, 24 areas	3363	879	173,882	91,880	57,253
Northeast					
Boston	160	47	6,570	3,862	2,370
Nassau-Suffolk	145	45	4,563	2,068	1,525
New York	235	43	9,110	3,898	2,281
Philadelphia	248	44	11,100	5,924	2,604
Pittsburgh	138	42	5,955	3,151	2,239
South					
Atlanta	105	36	5,322	3,029	2,301
Birmingham	36	19	1,884	1,010	1,151
Dallas-Fort Worth	148	43	10,576	5,557	4,061
Houston	121	37	10,983	6,107	4,320
Memphis	35	20	2,440	1,696	1,845
Miami	48	21	4,269	2,348	2,175
Washington	186	41	11,964	8,024	3,389
North Central					
Chicago	324	51	14,425	7,080	2,840
Detroit	226	44	10,886	5,623	2,340
Indianapolis	64	25	3,018	1,557	1,515
Kansas City	88	32	4,068	1,868	1,666
Milwaukee	77	28	3,412	1,831	1,421
Minneapolis-St. Paul	101	37	5,478	2,747	2,413
St. Louis	125	39	5,112	2,600	1,955
West					
Denver-Boulder	98	34	5,895	3,150	2,643
Los Angeles-Long Beach	338	48	20,054	10,083	3,475
Phoenix	57	26	4,448	2,123	2,910
Portland	74	27	3,497	1,767	1,337
San Francisco-Oakland	188	50	8,653	4,579	2,677

[1] The areas used in this report are defined as follows: NORTHEAST: *Boston*—Suffolk County, 16 communities in Essex County, 34 in Middlesex County, 26 in Norfolk County, and 12 in Plymouth County; *Nassau-Suffolk*—Nassau and Suffolk Counties, N.Y.; *New York*—New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Putnam, Rockland, and Westchester Counties, N.Y., and Bergen County, N.J.; *Philadelphia*—Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa., and Burlington, Camden, and Gloucester Counties, N.J.; and *Pittsburgh*—Allegheny, Beaver, Washington, and Westmoreland Counties, Pa.; SOUTH: *Atlanta*—Butts, Cherokee, Clayton, Cobb, Dekalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, and Walton Counties, Ga.; *Birmingham*—Jefferson, St. Clair, Shelby, and Walker Counties, Ala.; *Dallas-Fort Worth*—Collin, Dallas, Denton, Ellis, Hood, Johnson, Kaufman, Parker, Rockwall, Tarrant, and Wise Counties, Texas; *Houston*—Brazoria, Fort Bend, Harris, Liberty, Montgomery, and Waller Counties, Texas; *Memphis*—Shelby and Tipton Counties, Tenn.; Crittenden County, Ark.; and DeSoto County, Miss.; *Miami*—Dade County, Fla.; and *Washington*—The District of Columbia; Charles, Montgomery, and Prince Georges Counties, Md.; and Alexandria, Fairfax, and Falls Church Cities and Arlington, Fairfax, Loudoun, and Prince William Counties, Va. NORTH CENTRAL: *Chicago*—Cook, DuPage, Kane, Lake, McHenry, and Will Counties, Ill.; *Detroit*—Lapeer, Livingston, Macomb, Oakland, St. Clair, and Wayne Counties, Mich.; *Indianapolis*—Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties, Ind.; *Kansas City*—Cass, Clay, Jackson, Platte, and Ray Counties, Mo.; and Johnson and Wyandotte Counties, Kans.; *Milwaukee*—Milwaukee, Ozaukee, Washington, and Waukesha Counties, Wis.; *Minneapolis-St. Paul*—Anoka, Carver, Chisago, Dakota, Hennepin, Ramsey, Scott, Washington, and Wright Counties, Minn.; and St. Croix County, Wis.; and *St. Louis*—St. Louis City; Franklin, Jefferson, St. Charles, and St. Louis Counties, Mo.; and Clinton, Madison, Monroe, and St. Clair Counties, Ill.; WEST: *Denver-Boulder*—Adams, Arapahoe, Boulder, Denver, Douglas, Gilpin, and Jefferson Counties, Colo.; *Los Angeles-Long Beach*—Los Angeles County, Calif.; *Phoenix*—Maricopa County, Az.; *Portland*—Clackamas, Multnomah, and Washington Counties, Oreg.; and Clark County, Wash.; and *San Francisco-Oakland*—Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties, Calif.

[2] Includes only those auto dealerships with total employment of at least 20 workers at the time of reference of the universe data.

[3] Data relate to total employment in establishments actually visited.

[4] Includes executive, professional, office, and other workers in addition to the nonsupervisory service worker category shown separately.

rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of these.

Incentive workers are classified under flat-rate hours, flat-rate percentage, individual bonus, group bonus, or commission plans. Flat-rate hours plans compute pay by multiplying the number of hours established for the job by an hourly rate, regardless of the amount of time actually required to complete the work. Flat-rate percentage plans pay a stipulated percentage of the labor cost charged to the customer. Bonus plans are for production in excess of a quota or for completion of a task in less than standard time, either by an individual or a group. Under commission plans, earnings are based on a percentage of value of sales or on a combination of a stated salary plus a percentage of sales.

Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time, nonsupervisory service workers employed on the day shift.

Establishment practices and supplementary wage provisions

Supplementary benefits in an establishment were considered applicable to all service workers if they applied to half or more of such workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Paid holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid vacations. The summary of vacation plans is limited to formal arrangements and excludes informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented represent the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

Health, insurance, and retirement plans. Data are presented for health, insurance, pension, and retirement severance plans for which the employer pays all or a part of the cost, excluding programs required by law such as workers' compensation and social security. Among plans included are those underwritten by a commercial insurance company and those paid directly by the employer from current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,[1] plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of sick leave, sickness and accident insurance, or both, or after a specified period of disability (typically 6 months). Payments are made until the end of disability, a maximum age, or eligibility for retirement benefits. Payments may be full or partial, but are almost always reduced by social security, workers' compensation, and private pension benefits payable to the disabled employee.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be a form of self-insurance.

Major medical insurance, sometimes referred to as extended medical or catastrophe insurance, includes plans designed to cover employees for sickness or injury involving an expense which exceeds the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Establishments providing both retirement severance payments and retirement pensions to employees were considered as having both retirement pensions and retirement severance plans; however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

Paid funeral and jury-duty leave. Data for paid funeral and jury-duty leave relate to formal plans which provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Uniform allowances. Data relate to formal provisions for uniforms worn in lieu of or over the employee's personal clothing.

[1] The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those used in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives were instructed to exclude supervisors, apprentices, learners, beginners, trainees and handicapped, part-time, temporary, and probationary workers.

The titles and code numbers that appear below the job titles in this appendix were taken from the 1980 edition of the *Standard Occupational Classification Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. For example, 3 of the 8 occupations studied separately had the same SOC code (6111). Thus, in comparing the results of this survey with other sources, differences in occupational definitions should be taken into consideration.

Body repairer

(6115: Automobile body and related repairer)

Repairs damaged bodies and body parts of automotive vehicles. Duties involve most of the following: Removing parts and equipment (e.g. upholstery and trim) to gain access to vehicle body and fenders; placing dolly blocks against surface of dented area and beating opposite surface with hammer to remove dents; filling depressions with solder, plastics, or other material; and removing excessively damaged parts, such as fenders, panels, grills, and attaching replacements. In addition, may file, grind, and sand repaired surface; paint repaired surface; and perform such related tasks as replacing broken glass. Excluded are workers who specialize in body shop estimating, frame repairing and straightening, and bumper straightening.

Lubricator

(873: Garage and service station related occupations)

Lubricates moving parts of automotive vehicles. Work involves: Selecting proper lubricants for various parts of chassis and motors; using grease guns to inject grease into such units as springs, universal joints, and steering knuckles; inspecting fluid level and adding or changing fluid if necessary to such units as steering gear, power steering reservoir, transmission, differential, and rear axle housing; draining oil from crankcase and refilling it; and spraying leaf springs with lubricant. May perform other related duties such as checking radiator coolant level, checking and adding water to battery, replacing battery, repairing tires, changing air and oil filters, and packing front wheel bearings and universal joints, etc.

Mechanic, automotive, journeyman

(6111: Automobile mechanics)

Repairs, rebuilds, or *overhauls* major automotive assemblies of automobiles and light trucks such as engines, drivetrains and axles, transmissions and transaxles, clutches, fuel injection, and light diesel. Includes workers who customarily are required to work on any of the major automotive assemblies listed above as well as those whose duties are normally limited to a specific major assembly, such as transmissions. The mechanic's work requires training usually acquired through an apprenticeship program or equivalent training and experience. This classification does *not* include workers who only perform minor repair and tuneup of motor vehicles. (See *Mechanic, automotive, service.*) It does, however, include fully qualified journeyman mechanics even though most of their time may be spent on minor repairs and tuneups.

Mechanic, automotive, service

(6111: Automobile mechanics)

Performs minor repair and tuneup of motor vehicles. Work may consist of a combination, or all of the following: *Replacing* and *adjusting* fuel, electrical, and cooling system components, such as carburetor/fuel in-

jection, water pump, distributor, voltage regulator, and alternator; replacing and adjusting system and component parts, such as distributor and window wipers; cleaning spark plug electrodes and setting spark plug gap; replacing defective chassis parts, such as shock absorbers, brakelinings and pads, and wheel bearings; and installing automobile accessories such as oil and air filters, windshield wiper blades, fan belts, and batteries.

This classification does not include workers capable and required to repair major automotive assemblies, even though this type of work constitutes a minor part of their time (see *Mechanic, automotive, journeyman*), or journeyman mechanic helpers.

New-car get-ready workers

(6111: Automobile mechanics)

Inspects and services new automobiles and makes minor repairs and adjustments to place vehicle in saleable condition. Work involves *most* of the following: Inspecting vehicles delivered to dealer for damage and missing components and recording discrepancies; examining vehicles for loose or misaligned trim, doors, hardware, and other items and correcting defects; starting engine and activating power equipment, such as electric windows, seats, and radio to detect faulty unit or system; observing functions of horn, lights, directional signals, cigarette lighter, and other electrical components; touching up minor imperfections in paint; and installing optional equipment specified by customer such as mirrors, carpets and mats, moldings and standard items such as wiper blades and wheel covers. May also apply under-coating material to vehicles and time engine.

Painter

(6115: Automobile body and related repairer)

Repaints automobiles, buses, and trucks, or damaged places on such vehicles: Removes old paint, masks (covers) portions of automobile not to be painted, and sands rough spots. Mixes paint to produce desired color or may use prepared paints. Applies paint, enamel, or other finishes to metal surfaces with brush or spray gun. May run intermediate coats and polish final coat.

Parts clerk

(4367: Salespersons, parts)

Sells automobile parts to customers and fills requisitions of service department for parts. Duties involve *most* of the following: Ascertaining make, year, and type of part needed, sometimes inspecting damaged part to determine replacement required, or advising customer of part needed according to description of trouble; discussing with customer the use and features of various parts based on knowledge of engines or equipment; using computer or reading catalog for stock number and price of part; advising customer on substitution or modification of parts when replacements are not available; examining returned part to determine if it is defective, exchanging the part or refunding money; filling customer or repair department orders from stock, finding parts by location and stock number from catalog or computer; marking and storing parts in stockroom according to pre-arranged plan; receiving and filling telephone orders for parts; keeping records; and making out sales slips.

Exclude *parts managers*, who, in addition to selling parts, have supervisory responsibility over other parts department employees.

Service salesworkers

(4244: Sales representatives, motor vehicles and supplies)

(Automobile inspector; write-up person)

Examines automobiles driven into service area by customers and determines need for and cost of repairs. Ascertains nature of needed repairs by testing, by questioning customer concerning performance of automobile, or by visual inspection. Estimates cost of repair and prepares itemized work order, listing cost of parts and labor.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Copies are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from any of its regional offices, and from the regional offices of the Bureau of Labor Statistics shown on the inside back cover. Bulletins that are out of stock are available for reference at leading public, college, or university libraries, or at the Bureau's Washington or regional sales offices.

Manufacturing

Basic Iron and Steel, 1978-1979. BLS Bulletin 2064
Cigarette Manufacturing, 1981. BLS Bulletin 2132
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138
Drug Manufacturing, 1978. BLS Bulletin 2077
Fabricated Structural Metals, 1979. BLS Bulletin 2094
Flour and Other Grain Mill Products, 1977. BLS Bulletin 2026
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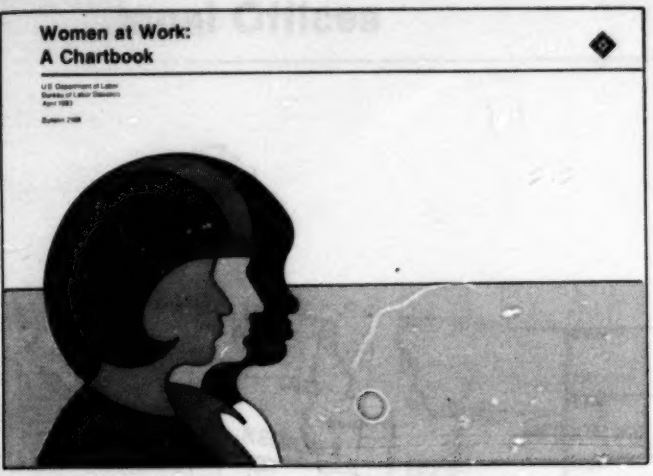

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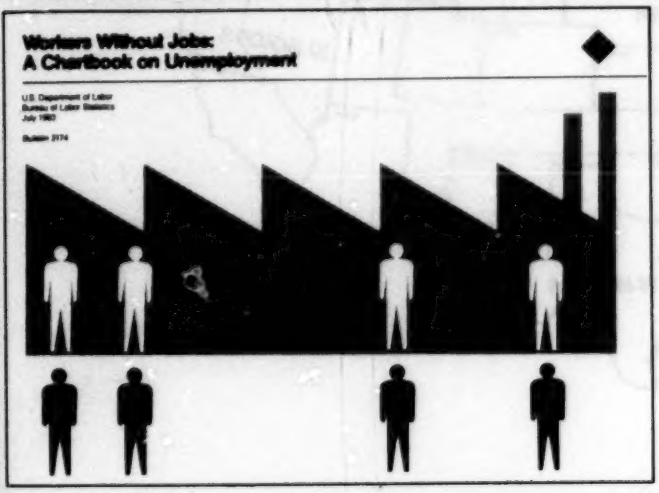

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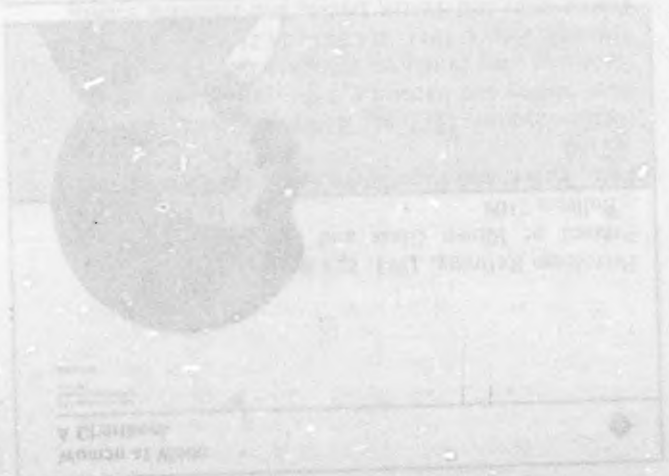

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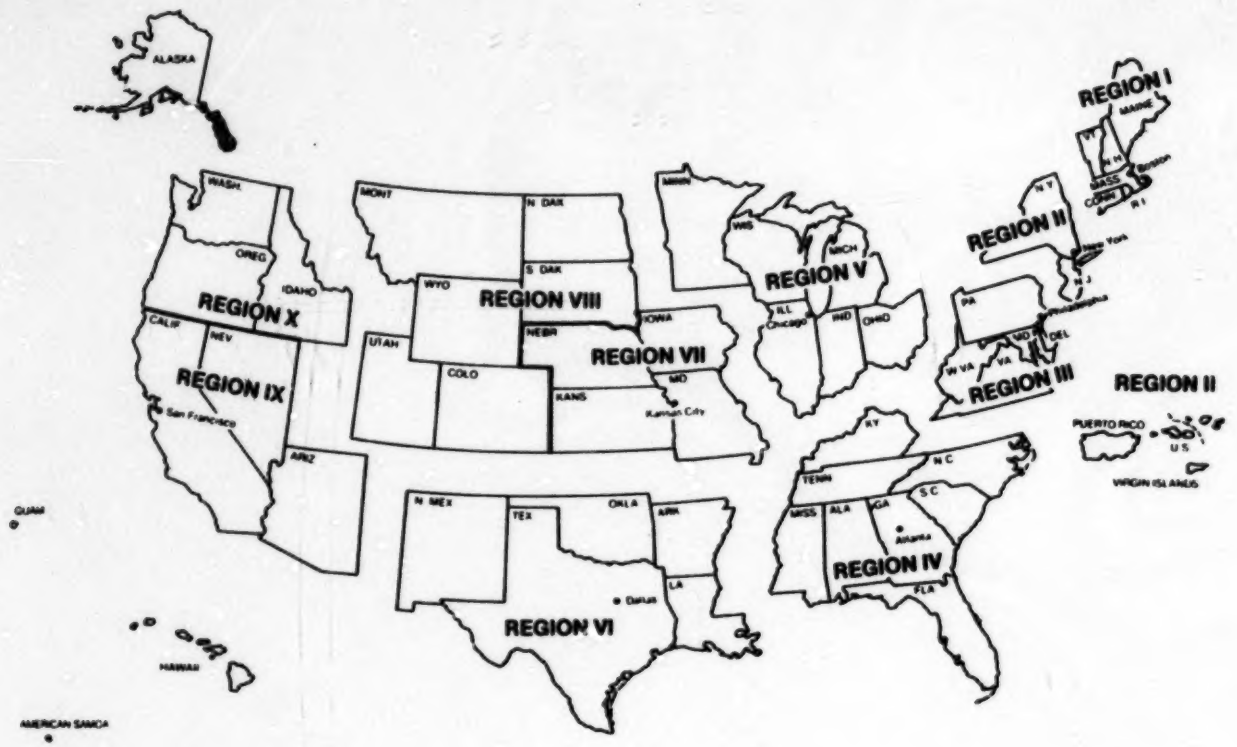

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